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Introduction to Workforce Training

Iowa's workforce training programs have evolved from a business expansion incentive tool into a comprehensive, targeted human resource tool available to all Iowa businesses. The mission of IDEED's Workforce Development initiative is:

to work in partnership with public/private service providers and other state agencies to actively promote Iowa's preeminence in new employee training, incumbent worker preparation, lifelong learning, and development and expansion of the state's labor pool to enhance the state's businesses' competitiveness, thus keeping companies located in Iowa and raising the wages of Iowa workers.

Iowa's industry-driven workforce development programs and services enhance Iowa's economic well being by increasing the skills of an already productive Iowa workforce. Iowans, with their unmatched work ethic, are acquiring skills that will increase their earning and improve the competitiveness of Iowa businesses.

By leveraging training resources, filling funding gaps in human resource development initiatives, and sponsoring business consortia that address common employment training needs, the skills of Iowa's workers are enhanced, allowing its industries to grow.

Iowa training dollars can be used to provide the following services:

- Basic Adult Education
- Skill Assessment
- Job related counseling
- Training services of a community college or another educational institution
- Training related materials, equipment, software and supplies
- Testing and evaluation of employees
- Cost of training services for company, college or contracted trainer
- Reimbursement of training travel costs for employees
- Contracted or professional services

Eligible applicants include Iowa businesses engaged in manufacturing, processing, assembling products, warehousing, wholesaling, or conducting research and development. Businesses engaged in the provision of services that have customers outside of Iowa are also eligible.

Iowa New Jobs Training Program 260E

The Iowa New Jobs Training Program assists businesses which are creating new positions or new jobs. If a company is expanding its operations or locating a new facility in the state of Iowa, the New Jobs Training Program can provide flexible funding to meet a variety of training and employee development needs. The assistance available ranges from highly specialized educational programs to basic skill training for new positions.

The community college district in which the new or expanding business is located issues training certificates (bonds) to pay for the training costs. These certificates are repaid by diverting 1.5 percent of the increased payroll withholding tax revenues resulting for the creation of the new jobs. Property tax revenues, resulting from capital improvements, may also be used for repayment.

An additional 1.5 percent supplemental withholding credit, designed to promote the creation of high-quality jobs within Iowa, provides additional funding for companies participating in the Iowa New Jobs Training Program. The amount of supplemental withholding credit is dependent upon the individual jobs that meet the current wage requirements and upon the wages paid to the individuals in these jobs. Eligibility for the supplemental credit is based on a one-time determination of the starting wage.

The dollar amount available for training through the program is dependent upon the training and development needs and projected tax revenue available to repay the certificates. Applications for this program must be made through the local community college.

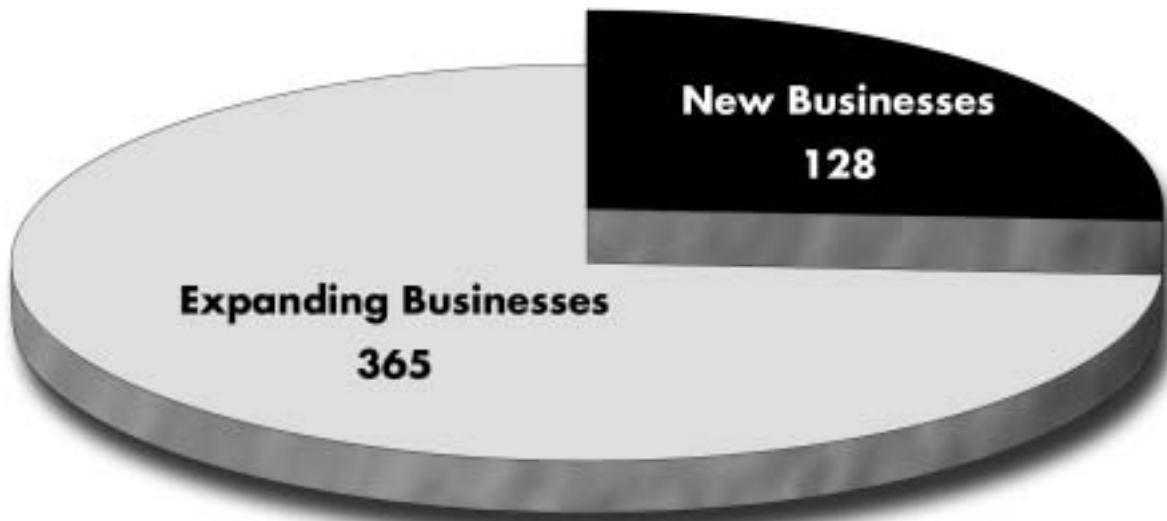
A detailed listing of the Iowa New Jobs Training Program projects that have been funded since FY 99 are listed in each community college section.

Note: no number listed in the Highest Number of New Jobs column does not necessarily mean no jobs have been created, for new projects, it means the college is not yet required to report the progress of the project.

Iowa New Jobs Training Program 260E *(continued)*

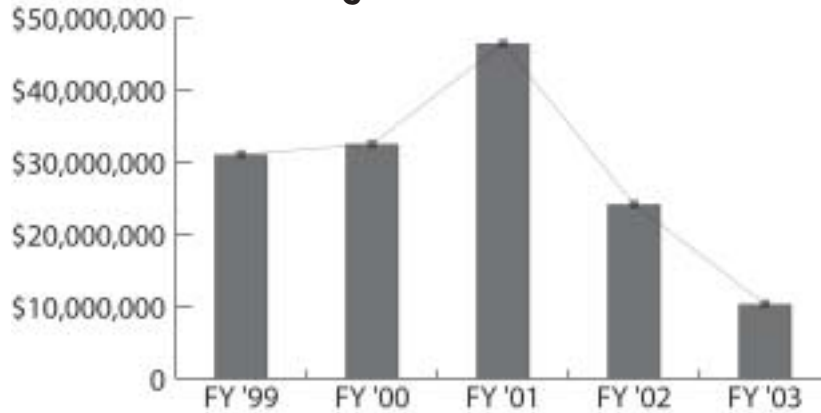
Iowa New Jobs Training Program 260E is designed to assist businesses which are beginning operations, as well as businesses which are expanding. The following chart compares the number of new and expanding businesses which have been assisted in the last five years.

New vs. Expanding Businesses

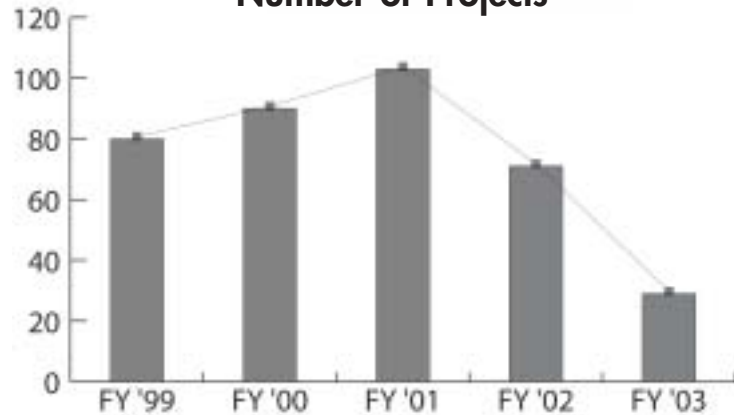


Iowa New Jobs Training Program 260E State Wide at a Glance

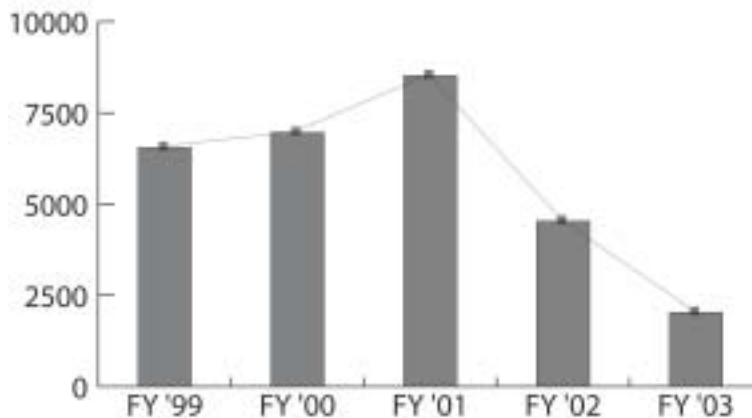
Training Dollars Awarded



Number of Projects



Number Trained



Iowa New Jobs Training Program 260E Administrative Allowance

The Iowa New Jobs Training Program, Iowa Code Chapter 260E, was established by the Iowa legislature in 1983. It was originally codified as Iowa Code Chapter 280B and since changed to Chapter 260E. It has since become one of Iowa's most effective and valued economic development tools. The 260E program provides that administrative expenses for the New Jobs Training Program is an allowable program service and program cost. The administrative allowance rate is calculated annually by the Department of Education (DE) and is based on the collective percentage of a specific set of non-instructional cost centers in the community college general fund budgets. It has generally ranged between 14 and 17 percent annually.

In approximately 1987, the Iowa Legislature raised the question as to how the administrative fees were being used by the community colleges. Neither the statute nor the rules provide a specific framework or definition. As a result, the community college presidents, the DED and the DE agreed upon and presented to legislative leaders, the following guidelines that were adopted and have been adhered to by the community colleges since that time. It has also provided the guidelines by which the community colleges report their expenses from the administrative allowance to the DE. They include the following eligible expenditures that may be supported and identified in Code of Iowa, Chapter 260E:

1. Economic development staff and associated office expenditures.
2. Monitoring and accounting staff and associated expenditures for economic development activities and projects under Code of Iowa, Chapter 260E.
3. Professional contract services relating to Code of Iowa, Chapter 260E. May include but not limited to Legal, Bank Agency, Bond Registrar, Transfer Agent, and Bond Rating fees.
4. Economic development activities directly related to the needs of the community.
5. Special programs relating to the needs of the community that will promote economic development.
6. In the event of a default in a Chapter 260E training project, and the area school so deems appropriate, the administrative allowance may be used to help offset the default.

The community colleges have the option of taking the entire administrative allowance upon sale of the bonds or to prorate collection of the administrative allowance over a period of up to 10 years. These variations are footnoted on the following chart and is one reason why some of the colleges show a larger balance than others. The bonds have a 10 year retirement schedule and delivery of the training program can take two to three years necessitating a reserve to support the ongoing administrative costs of the program over time. The administrative allowance has provided essential support to a broad range of economic development activities and special programs in economic development in our community college regions for which other funds were not available.

Community College	NIACC-01	NIACC-02	ILCC-03	NCC-04
Beginning Balance 7/1/02	\$942,128.27	\$968,742.52	\$0.00	\$406,146.00
Revenues:				
Administrative	(A)	(C)	(D)	(C)
Allowance	\$357,142.50	\$360,819.00	\$105,869.91	\$16,543.00
Audit Adjustment	(\$199,794.34)	\$0.00	\$0.00	\$0.00
Other Income	\$0.00	\$669,366.36	\$0.00	\$103,592.00
Total Revenues	\$157,348.16	\$1,030,185.36	\$105,869.91	\$120,135.00
Total Assets to				
Account For	\$1,099,476.43	\$1,998,927.88	\$105,869.91	\$526,281.00
Expenditures:				
Economic Development Staff	\$172,052.63	\$74,776.97	\$105,869.91	\$17,902.00
Monitoring & Accounting	\$35,500.00	\$58,431.68	\$0.00	\$0.00
Prof. Contract Services	\$0.00	\$0.00	\$0.00	\$1,582.00
Econ. Development Activities	\$0.00	\$377,519.00	\$0.00	\$0.00
Special Programs for				
Economic Development	\$0.00	\$300,000.00	\$0.00	\$0.00
Chapter 260E Default	\$0.00	\$0.00	\$0.00	\$0.00
Total Expenditures	\$207,552.63	\$810,727.65	\$105,869.91	\$19,484.00
Ending Balance 6/30/03	\$891,923.80	\$1,188,200.23	\$0.00	\$506,797.00

Community College	KCC-10	DMACC-11	WITCC-12	IWCC-13
Beginning Balance 7/1/02	\$1,873,845.94	\$1,575,142.00	\$934,939.07	\$684,061.60
Revenues:				
Administrative	(B)	(G)	(D)	(B)
Allowance	\$881,250.00	\$1,076,047.00	\$148,297.50	\$127,398.00
Audit Adjustment	\$0.00	\$0.00	\$0.00	\$0.00
Other Income	\$362,450.00	\$0.00	\$29,127.39	\$0.00
Total Revenues	\$1,243,700.00	\$1,076,047.00	\$177,424.89	\$127,398.00
Total Assets to				
Account For	\$3,117,545.94	\$2,651,189.00	\$1,112,363.96	\$811,459.60
Expenditures:				
Economic Development Staff	\$191,230.33	\$501,519.00	\$190,510.73	\$117,454.23
Monitoring & Accounting	\$120,861.45	\$98,000.00	\$41,314.76	\$47,934.71
Prof. Contract Services	\$0.00	\$0.00	\$0.00	\$75,380.44
Econ. Development Activities	\$94,579.07	\$438,325.00	\$52,746.10	\$30,429.12
Special Programs for				
Economic Development	\$4,401.41	\$363,165.00	\$0.00	\$9,000.00
Chapter 260E Default	\$0.00	\$0.00	\$0.00	\$0.00
Total Expenditures	\$411,072.26	\$1,401,009.00	\$284,571.59	\$280,198.50
Ending Balance 6/30/03	\$2,706,473.68	\$1,250,180.00	\$827,792.37	\$531,261.10

* Indirect Costs (31% of direct wage cost)

- (A) The college recognizes the administrative allowance revenues over the first eight years of a 10 year project.
 (B) The college recognizes 100% of the administrative allowance revenues in the first year.
 (C) The college recognizes a majority of the administrative allowance revenues in the current year and prorates a portion over the remaining years.
 (D) The college prorates the administrative allowance revenues equally over 10 years.
 (E) The college prorates over ten years with 37% in year one and 7% in years two through ten.
 (F) The college recognizes the administrative allowance revenues over the first three years.
 (G) The college prorates the administrative allowance over four years - 50% in year one, 25% in year two, 15% in year three, and 10% in year four.

Note: Typically, the colleges issue bonds for 260E projects every year (some have two issuances a year). The administrative allowance revenues that relate to those bond issuances are used to cover the expenses related to the economic development projects for 10 years.

The Iowa Jobs Training Program (260F)

The Iowa Jobs Training Program (260F) provides job training services to current employees of eligible businesses which are located in Iowa. Job training services are defined as any training needed to enhance the performance of a business' employees.

A business must be engaged in interstate or intrastate commerce for the purpose of manufacturing, processing, assembling products, warehousing, wholesaling, or conducting research and development. A business, which provides services, must have customers outside of Iowa. Within the 36 month period prior to the date of applying for program services, a business cannot have closed or reduced its employment base by more than 20 percent at any of its other business sites in Iowa in order to relocate substantially the same operation to another area of the state. Employees who will receive training must be currently employed by the business and the business must pay Iowa withholding tax for them.

Individual business sites are eligible for maximum awards of \$25,000 per training project. A business site is eligible for a maximum of \$50,000 in program assistance during a three-year period. Training projects costing \$5,000 or more require a 25 percent cash match for the business. Training projects costing less than \$5,000 do not require a business cash match.

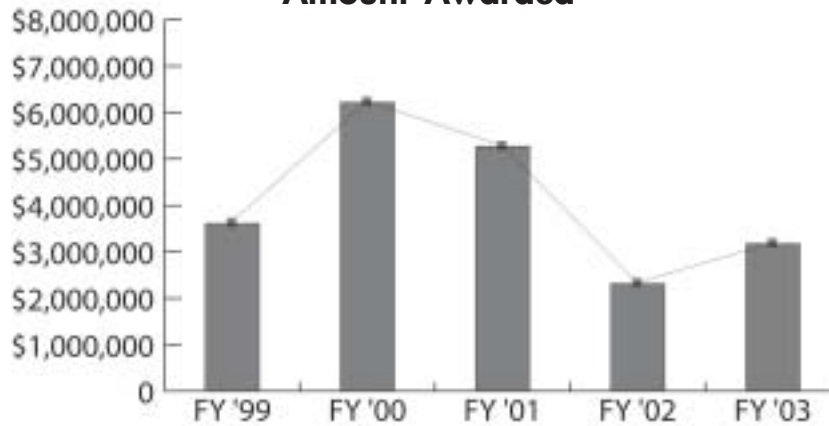
The 260F Program is administered by the Iowa Department of Economic Development and services are provided by Iowa's 15 Community Colleges. Each community college works with eligible businesses to assess training needs, determine funds availability and provide training. Contact your local Community College if you would like more information regarding the Iowa Jobs Training Program (260F).

The funded businesses will be listed in each community college's section. A description of the "coding status" column is as follows:

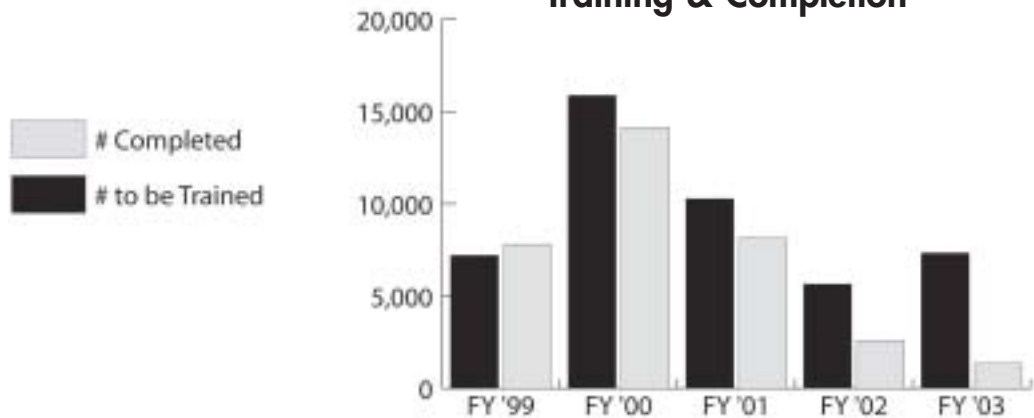
- 1 - Active projects
 - a - Completed awaiting final reports
 - b - Ongoing training
- 2- Completed projects
 - a - Obligated number trained
 - b - Additional numbers trained
 - c - Completed unutilized funds
 - # - unutilized funds to be returned
 - * - monies have been returned
- 3 - Withdrawn/Cancelled projects
 - a - Monies not drawn
 - b - Monies drawn have been returned
 - c - Monies drawn to be returned
- 4 - Default training completed
 - Not enough students trained funds yet to be returned

Iowa Jobs Training Program 260F State Wide at a Glance

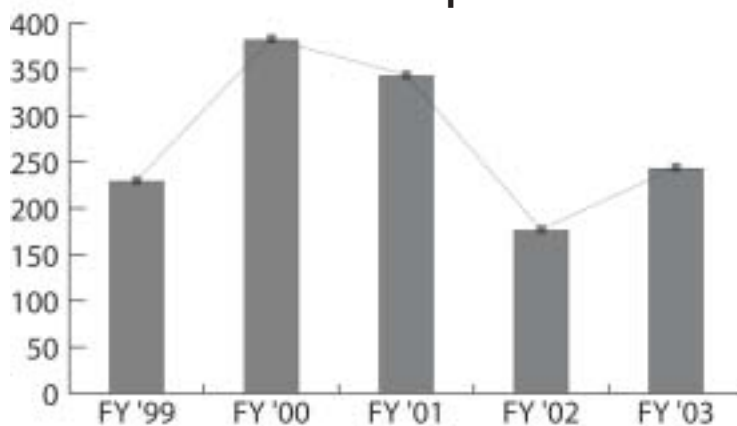
Amount Awarded



Training & Completion



Awarded Projects



Iowa Jobs Training Program 260F (continued)

Iowa Jobs Training Program 260F has been used for businesses which are located in large as well as small communities. The following table lists the number and size of all Iowa Jobs Training Program projects in each county in the last five years.

County	# of Projects	Funding	To Be Trained	Trained
ADAIR	2	\$50,000.00	90	90
ADAMS	3	\$25,000.00	11	15
ALLAMAKEE	17	\$90,808.00	244	267
APPANOOSE	19	\$156,037.00	390	448
AUDUBON	2	\$29,999.00	18	3
BENTON	8	\$95,100.00	82	45
BLACK HAWK	108	\$980,318.00	1891	333
BOONE	12	\$209,998.00	291	279
BREMER	20	\$199,963.00	784	7
BUCHANAN	22	\$148,951.00	270	13
BUENA VISTA	11	\$149,197.00	236	239
BUTLER	2	\$45,000.00	38	82
CALHOUN	4	\$36,437.00	251	151
CARROLL	8	\$103,795.00	442	181
CASS	10	\$100,000.00	161	239
CEDAR	3	\$30,501.00	47	30
CERRO GORDO	64	\$544,822.00	1493	1024
CHEROKEE	12	\$84,703.00	387	416
CHICKASAW	12	\$85,148.00	443	398
CLARKE	4	\$75,000.00	534	534
CLAY	20	\$324,900.00	880	995
CLAYTON	15	\$98,270.00	288	349
CLINTON	38	\$418,052.00	1133	555
CRAWFORD	9	\$99,954.00	277	231
DALLAS	15	\$327,588.00	375	210
DAVIS	8	\$32,594.00	195	209
DECATUR	4	\$25,000.00	12	4
DELAWARE	11	\$47,152.00	261	273
DES MOINES	46	\$301,746.00	931	818
DICKINSON	25	\$318,960.00	1551	1578
DOUGLAS	1	\$0.00	0	0
DUBUQUE	92	\$430,485.00	1253	1482
EMMET	12	\$199,000.00	297	222
FAYETTE	10	\$52,665.00	123	24
FLOYD	12	\$42,460.00	128	12
FRANKLIN	13	\$222,375.00	808	703
FREMONT	7	\$144,320.00	523	647
GREENE	2	\$15,554.00	62	69
GRUNDY	11	\$136,972.00	388	266
GUTHRIE	5	\$79,999.00	55	39
HAMILTON	28	\$201,648.00	283	194
HANCOCK	29	\$254,475.00	1118	574
HARDIN	34	\$294,398.00	938	437

County	# of Projects	Funding	To Be Trained	Trained
HARRISON	21	\$206,338.00	477	431
HENRY	17	\$142,592.00	399	265
HOWARD	9	\$48,806.00	142	206
HUMBOLDT	9	\$91,054.00	292	162
IDA	10	\$86,161.00	456	509
IOWA	22	\$143,763.00	483	262
JACKSON	23	\$97,275.00	167	21
JASPER	9	\$175,000.00	325	333
JEFFERSON	41	\$262,268.00	364	339
JOHNSON	42	\$350,966.00	1078	1222
JONES	10	\$125,349.00	281	329
KEOKUK	3	\$14,007.00	58	18
KOSSUTH	15	\$174,500.00	405	425
LEE	44	\$555,942.00	2087	1013
LINN	205	\$2,226,017.00	5681	4995
LOUISA	11	\$106,687.00	303	219
LUCAS	14	\$74,229.00	74	68
LYON	9	\$72,479.00	163	162
MADISON	4	\$4,999.00	12	0
MAHASKA	40	\$195,242.00	670	541
MARION	10	\$189,997.00	583	421
MARSHALL	37	\$303,683.00	848	606
MITCHELL	9	\$50,000.00	246	33
MONONA	0	\$0.00	0	0
MONROE	52	\$253,694.00	814	913
MONTEGOMERY	4	\$0.00	7	0
MUSCATINE	44	\$155,643.00	1298	477
O'BRIEN	14	\$77,299.00	438	305
OSCEOLA	5	\$20,925.00	43	40
PAGE	31	\$221,917.00	1094	1086
PALO ALTO	11	\$165,903.00	196	236
PLYMOUTH	13	\$153,877.00	621	567
POCAHONTAS	5	\$48,538.00	147	118
POLK	102	\$1,673,270.00	2047	1160
POTTAWATTAMIE	33	\$234,525.00	601	507
POWESHIEK	35	\$300,808.00	1318	858
RINGOLD	2	\$0.00	5	9
SAC	4	\$62,758.00	30	13
SCOTT	84	\$829,724.00	2288	412
SHELBY	14	\$211,564.00	551	331
SIOUX	56	\$367,984.00	1555	1049
STORY	21	\$349,220.00	385	263
TAMA	2	\$25,000.00	45	0
TAYLOR	6	\$100,000.00	79	77
UNION	11	\$200,000.00	645	115
VAN BUREN	2	\$6,545.00	23	22
WAPELLO	41	\$216,787.00	525	348
WARREN	3	\$50,000.00	54	0
WASHINGTON	14	\$125,056.00	220	204
WAYNE	13	\$97,739.00	185	185
WEBSTER	40	\$414,045.00	1260	1115
WINNEBAGO	9	\$54,999.00	160	119
WINNESHEIK	13	\$208,873.00	218	185
WOODBURY	116	\$913,032.00	3165	2558
WORTH	12	\$62,998.00	282	247
WRIGHT	23	\$250,467.00	756	407

Iowa Jobs Training Program 260F (continued)

Iowa Jobs Training Program is designed to provide employee training services to all economic sectors with the exception of retail and professional services. The following chart demonstrates how program funds, in the past five years, have been utilized and the number of employees who have benefited from training within those sectors.

Sectors	Number of Projects	To Be Trained	Completed Training	Dollars Awarded
Manufacturing	1,571	44,350	29,375	\$15,992,373.00
Services	142	2,643	2,468	\$1,436,041.00
Finance & Insurance	42	1,914	1,535	\$315,839.00
Transportation	76	1,682	1,371	\$756,004.00
Wholesale	103	3,154	1,737	\$1,228,382.00
Agriculture	22	219	159	\$204,277.00
Construction	147	1,720	1,039	\$322,605.00

Community College Consortium

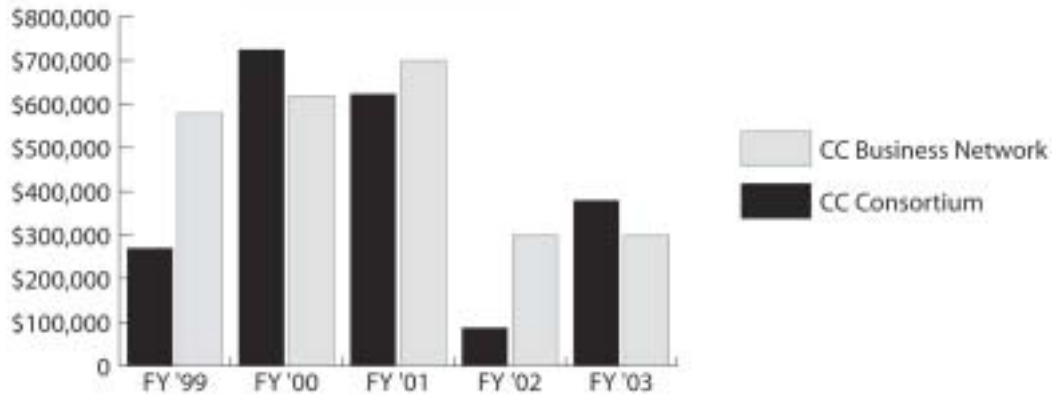
A business consortium consists of two or more businesses located in the same community college district which participate in the same training project. A consortium project is eligible for up to \$50,000 in program assistance. Same cash match as 260F applies. Participation in a consortium project does not count against a business' eligibility for individual training project assistance. Application for this program must be made through a local community college.

Community College Business Network Training

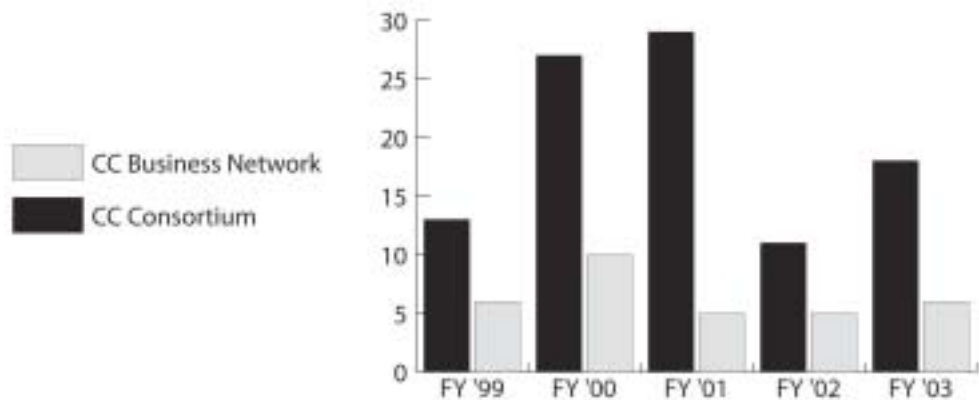
A community college business network training project consists of five or more businesses located in two or more community college districts with at least two community colleges sponsoring the training project. A community college business network training project is eligible for up to \$50,000 in program assistance per participating community college. Same cash match as 260F applies. Participation in a consortium project does not count against a business' eligibility for individual training project assistance. Application for this program must be made through a local community college.

Community College Consortium/Business Network State Wide at a Glance

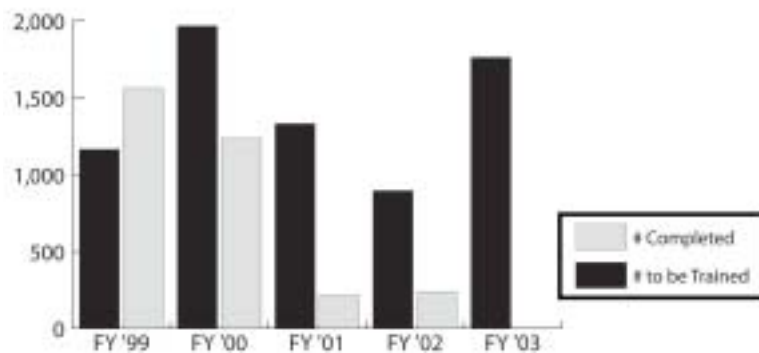
Amount Awarded



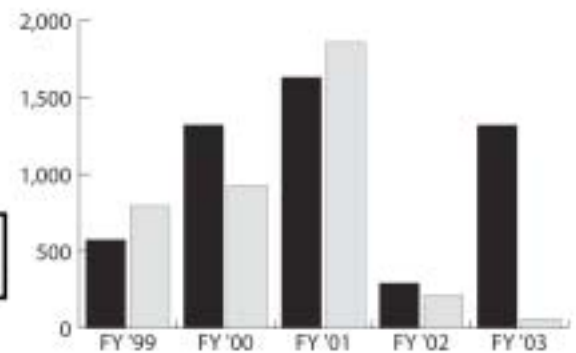
Projects Awarded



Business Network



Consortium

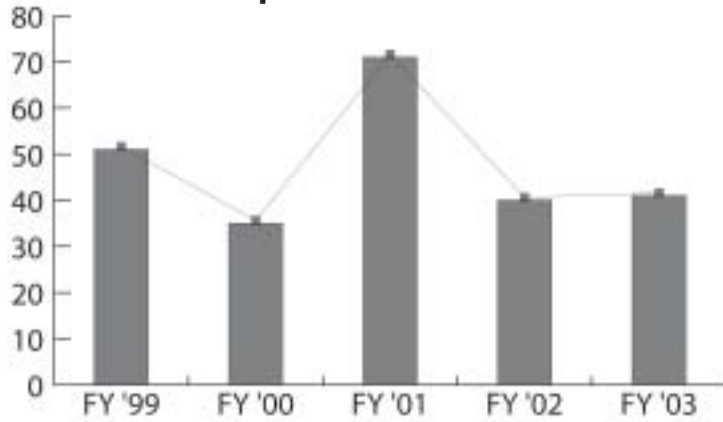


Apprenticeship Program

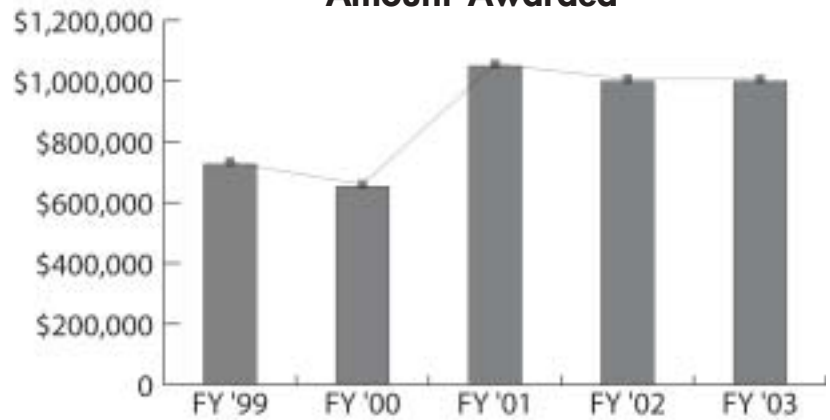
The Apprenticeship Program funds projects that increase the skills of workers through a combination of classroom and on-the-job training. This program has been established to fund high-technology apprenticeship programs, or those programs that are utilizing the most up-to-date technologies that are available in the workplace. Apprenticeship programs positively impact workers' skills and thus enhance participants' earning capacity. Businesses also benefit by having well trained employees, resulting in more efficient productions and greater profitability. All apprenticeship projects funded through IDEED must be approved by the Bureau of Apprenticeship and Training. Application for this program must be made through a local community college.

Apprenticeship Program State Wide at a Glance

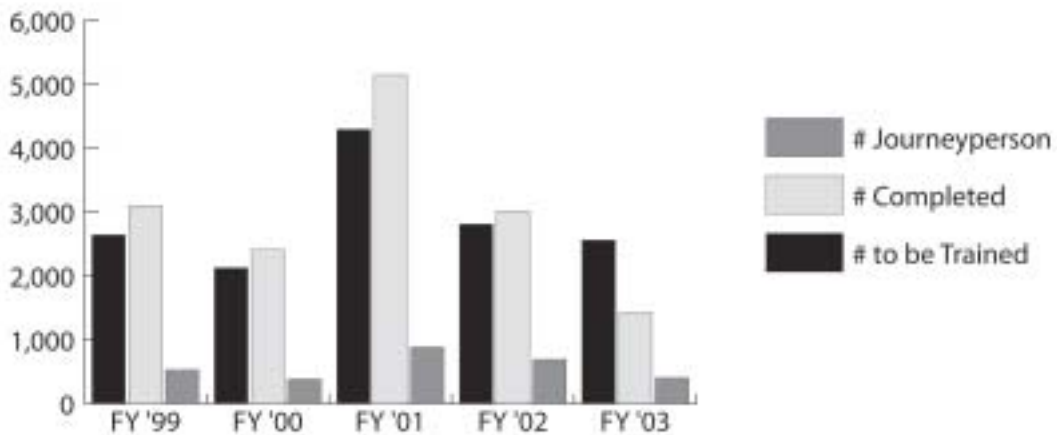
Projects Awarded



Amount Awarded



Training and Training Completion



260G - Accelerated Career Education Program (ACE)

The purpose of the Accelerated Career Education Program (ACE) is to assist Iowa's Community Colleges to either establish or expand programs that train individuals in the occupations most needed by Iowa businesses. The goal of the program is to provide an enhanced skilled workforce in Iowa.

The program consists of three different parts:

- ♦ ACE/PIAP dollars to fund the necessary infrastructure construction/rehabilitation needed to increase student capacity in the new or expanded classes.
- ♦ Program job credits to help fund the additional program costs associated with establishing a new program or expanding a current program.
- ♦ Student aid to assist students enrolled in these new or expanded programs. (application is through the College Student Aid Commission)

Eligible business: A business engaged in interstate or intrastate commerce for the purpose of manufacturing, processing, or assembling products; construction; conducting research and development; or providing services in interstate or intrastate commerce

The business' requirements:

Enter into an agreement with a Community College to sponsor all or a portion of the seats created by the establishment or expansion of a current program. Provide a 20 percent match of the program costs pro-rated by the percentage of seats sponsored. Assist with program design. Divert the awarded program job credits to the respective community college

Program job credits:

- ♦ Are awarded to a business based upon the number of seats they sponsor in a program.
- ♦ Can be up to 10 percent of the hiring wage that a sponsoring business would pay to an individual that completes the programs' requirements (minimum wage being 200 percent of the federal poverty guideline for a family of two).
- ♦ Are a diversion of a company's current State of Iowa personal income tax withholding.
- ♦ Are paid to the community college over this life of the agreement (usually five years).

All 15 Community Colleges are participating in the Accelerated Career Education Program with 43 programs, ranging from Nursing to Construction Tech. 159 businesses have signed agreements to sponsor 1242 positions. Of the 541 students that have completed their education, 284 have been offered jobs within the businesses that sponsored positions. A total of 294 graduates have accepted employment either with a participating business or with another business with their trained occupations. A total of \$2,999,259 job credits were awarded.

For more information concerning the 260G – Accelerated Career Education Program (ACE) please contact the local community college in your region.

Area I
Northeast Iowa Community College

Ken Vande Berg
Northeast Iowa Area Community College
Box 400 Calmar, Iowa 52132
1.800.728.2256

260F Case Study

Northeast Iowa Community College

OSHA General Industry Trainer

NICC is working with area manufacturers and industries as they strive to remain compliant with OSHA requirements by organizing and administering 260F Iowa Jobs Training Program funding. NICC's OSHA General Industry Trainer, Dan Timmerman, works with companies to establish a training safety program in their workplace environment. Timmerman says many companies he helps with OSHA regulations start from the ground up with a "clean sheet," while others require direction to comply with OSHA's general duty clause which states that employers must provide a safe and healthy work environment.

"What I would hope for from companies conducting training is more than just regulatory compliance, but a genuine interest in establishing employee safety programs," Timmerman said.

Timmerman first determines a company's safety needs and conducts a formal wall-to-wall hazard assessment, which is an annual requirement for OSHA. Timmerman, whose credentials include a B.A. in Industrial Safety and thirty years' experience at John Deere's Dubuque plant, recently provided training for Edgewood Locker in Colesburg. Through NICC and Dan Timmerman's efforts, Edgewood Locker received 260F Iowa Jobs Training Program funding to cover OSHA consulting and training costs. Timmerman said the training served as a refresher for the Edgewood Locker employees and additionally instructed how to maintain on-site documentation of its safety program. "When I leave a client's workplace the employer should be self-sufficient with its safety program," he said.

"The funding made it happen"

Because of recent growth, Edgewood Locker needed to comply with OSHA requirements and 260F program funding helped the company achieve its goals. "Through Dan Timmerman and NICC we succeeded in completing the necessary training. The funding was a great help," co-owner Terry Kerns said.

Edgewood Locker is primarily a meat processing facility, in which catering and custom beef and pork processing is a big part of the business. "OSHA was our number one priority and sometimes it's difficult to conduct training when you have a small business. We are very satisfied with everything, the training NICC provided and the funding that made it happen," Kerns said.

Many area industries are feeling the crunch of the economy's downturn, including Edgewood Locker which views the 260F option as very beneficial. Kerns credits NICC for educating company management and showing the owners the availability of the 260F funding stream.

"We would most definitely participate in a 260F training program in the future with NICC," Kerns said.

"260F programs are absolutely vital"

With NICC's assistance and Dan Timmerman's input, Dubuque manufacturer AY McDonald Manufacturing Co. conducted OSHA safety training in 2002 and 2003. In both cases, 260F funding offset costs for the training. Additionally, the funding program helped the company train employees working alongside a new safety coordinator, states human resources manager for AY McDonald, Chad Huntington. 260F funds played a key role in assessing and better implementing safety practices.

"260F allowed us to stay competitive and conduct the training we need. I think 260F programs are absolutely vital for Iowa industries to stay competitive," Huntington said. "From our perspective, we wouldn't have had the time or financial resources to augment our current safety program. Programs like these, facilitated by NICC, open the door for Iowa industries," he added.

The OSHA topics the company addressed over the last two years included fire prevention, ergonomics, workplace environment, safety consultation and record keeping.

"I hate doing paperwork"

S & R Manufacturing owner Steve Steffen of Earlville also obtained 260F funding. "This is the first government program I've taken part in, and it's one heck of a service to provide for Iowa industries," he said. "Obtaining the 260F training funds to meet OSHA requirements was a simple process. I was skeptical of the program at first, because I hate doing paperwork," he said.

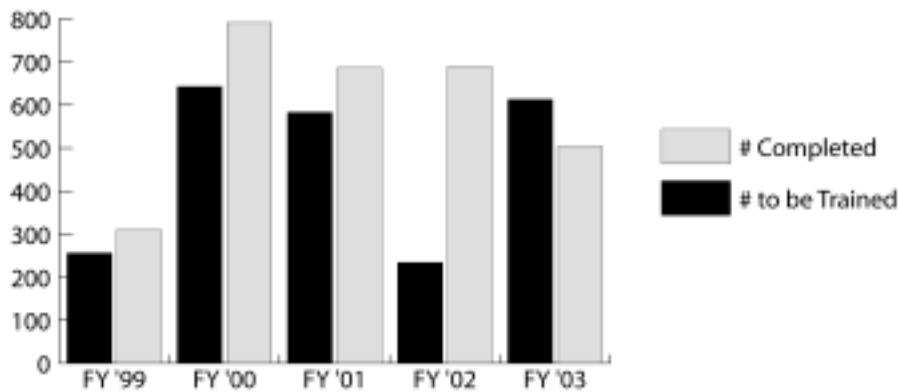
Steffen, who owns and manages a 33,000 sq. ft. facility and manufactures hog confinement and dairy equipment, applauds NICC's training process from start to finish. In fact, the college's business and industry training team handles much of the necessary paperwork.

"I'm busy and I don't have time to do lots of paperwork. This OSHA training needed to be done and NICC and 260F helped greatly. Now we have an employee handbook on site and we're compliant," Steffen said.

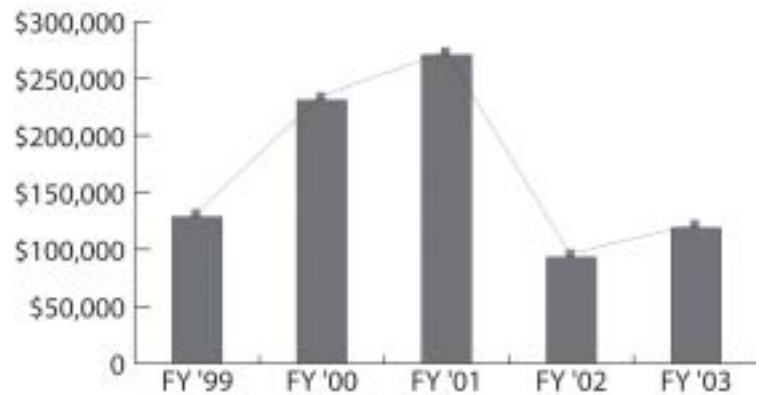
NICC assists with the facilitation and implementation of 260F Iowa Jobs Training programs to help businesses fund customized training for current employees. This training is funded by forgivable loans or a combination of company and State cash match. The maximum award for a single project is \$25,000. A business site may be approved for multiple projects over a three-year period. The assistance available ranges from highly specialized to basic skills training.

Iowa Jobs Training Program 260F Northeast Iowa Community College

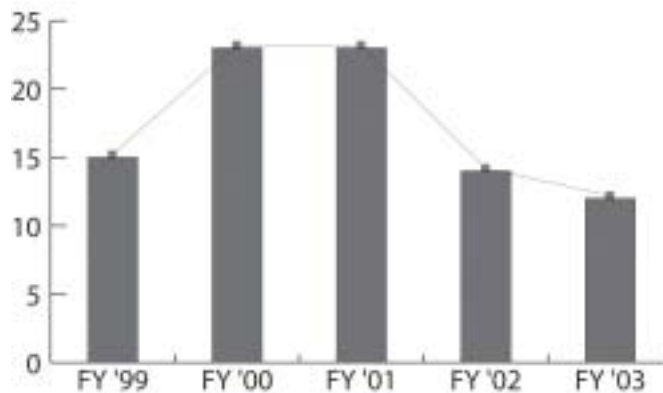
Training #'s /Completion



Amount Awarded



Projects Awarded



Iowa Jobs Training Program 260F Individual Business Projects

Business	County	Town	Amount Award	Approval Date	# to be Trained	Actual # Trained	Coding Status
John Deere Dubuque Works	Dubuque	Dubuque	\$20,000.00	4/30/2003	189		1b
Agvantage Fs Inc	Chickasaw	New Hampton	\$4,999.00	2/24/2003	150	193	2b
Weitz Sign Company	Dubuque	Dubuque	\$4,999.00	12/31/2002	15	15	2a
Amisys, Llc	Dubuque	Dubuque	\$8,970.00	12/6/2002	11	1b	
Alliant Energy Lansing Power Plant	Allamakee	Lansing	\$4,999.00	11/18/2002	3	4	2b
Attachment Technologies, Inc.	Delaware	Delhi	\$4,554.00	11/18/2002	125	125	2a
Eagle Point Inc.	Dubuque	Dubuque	\$25,000.00	11/3/2002	19	54	2b
Il Norplex	Allamakee	Postville	\$4,999.00	11/3/2002	80	96	2b
Durrant Group	Dubuque	Dubuque	\$5,478.00	11/1/2002	5	10	2b
Cross Timbers Metal Products, Llc	Allamakee	Lansing	\$25,000.00	10/22/2002	6		1a
Barnstead Thermolyne International	Dubuque	Dubuque	\$4,999.00	10/11/2002	5		1a
The Metrix Company	Dubuque	Dubuque	\$4,999.00	10/11/2002	5	7	2b
Captive Plastics	Dubuque	Peosta	\$11,134.00	5/28/2002	4		1a
Eagle Point Inc	Dubuque	Dubuque	\$4,999.00	5/28/2002	7	128	2b
Flexsteel Industries Inc	Dubuque	Dubuque	\$20,180.00	5/28/2002	80	156	2b
Itw Fluid Products Group	Delaware	Manchester	\$4,700.00	5/28/2002	12	30	2b
Nordstrom Distribution Center	Dubuque	Dubuque	\$4,859.00	5/28/2002	5	8	2b
Weitz Sign Company	Dubuque	Dubuque	\$4,250.00	5/28/2002	18	25	2b
Ay Mcdonald Manufacturing Co	Dubuque	Dubuque	\$4,999.00	5/11/2002	20	237	2b
Seedorff Masonry Industries Co	Howard	Cresco	\$6,754.00	5/11/2002	2		1a
Graphics Inc	Wineshiek	Calmar	\$6,283.00	5/9/2002	6	10	2b
Deco Products	Winneshiek	Decorah	\$4,999.00	5/7/2002	10		1a
Trimark Corporatin	Chickasaw	New Hampton	\$7,500.00	4/18/2002	30	37	2b
Lynch Livestock Inc Dba Spillville Mill	Winneshiek	Spillville	\$4,999.00	1/17/2002	5		1a
Farmers Cooperative	Chickawaw	New Hampton	\$4,999.00	12/10/2001	20	20	2a
Weitz Sign Company	Dubuque	Dubuque	\$2,558.00	12/10/2001	15	38	2b
Textron Inc	Winneshiek	Decorah	\$13,875.00	6/30/2001	40		1a
Lund Manufacturing Company Inc	Dubuque	Farley	\$24,689.00	5/3/2001	50		1a
East Iowa Machine Company	Dubuque	Farley	\$4,999.00	5/2/2001	60	62	2b
The Adams Company	Dubuque	Dubuque	\$6,365.00	4/27/2001	15	16	2b
The Adams Company li	Dubuque	Dubuque	\$8,701.00	4/27/2001	12	30	2b
Alliant Energy Dubuque Power Plant	Dubuque	Dubuque	\$4,999.00	4/25/2001	3	3	2a
East Iowa Machine Company Eimco	Dubuque	Farley	\$24,689.00	4/24/2001	50	64	2b
Peerless Chain Of Iowa Inc	Delaware	Manchester	\$6,969.00	4/24/2001	30	34	2b
Featherlite Inc	Howard	Cresco	\$22,087.00	4/5/2001	64	92	2b
Cj Moyna And Sons Inc	Clayton	Elkader	\$4,853.00	3/13/2001	75	110	2b
Geisler Brothers Company	Dubuque	Dubuque	\$3,521.00	3/9/2001	4	5	2b
Alliant Energy Lansing Power Plant	Allamakee	Lansing	\$17,463.00	3/8/2001	9	10	2b
Alliant Energy Lansing Power Plant	Allamakee	Lansing	\$9,038.00	3/2/2001	3	4	2b
Kann Manufacturing Corporation	Clayton	Guttenberg	\$25,000.00	2/24/2001	40	36	2c
Joseph L Ertl Inc	Dubuque	Dyersville	\$25,000.00	2/20/2001	36	32	2c2
Featherlite Inc	Howard	Cresco	\$4,965.00	2/7/2001	20	40	2b
Guttenberg Industries Inc	Clayton	Guttenberg	\$7,680.00	2/1/2001	13	16	2b
Tri Mark Corporation	Chickasaw	New Hampton	\$10,324.00	1/10/2001	12	43	2b
Rite Hite Corporation	Dubuque	Dubuque	\$13,223.00	12/8/2000	20	50	2b
Il Norplex	Allamakee	Postville	\$1,998.00	11/1/2000	15	19	2b
Ross Marketing Inc	Chickasaw	New Hampton	\$12,765.00	10/26/2000	8	16	2b
Net Smart Inc	Dubuque	Dubuque	\$3,335.00	9/7/2000	1	1	2a
G & S Machine	Allamakee	Waukon	\$14,213.00	9/1/2000	3	3	2a
Monona Wire Corporation	Clayton	Monona	\$4,999.00	6/21/2000	20	34	2b

1 - Active projects
a - Completed awaiting final reports
b - Ongoing training

2 - Completed projects
a - Obligated number trained
b - Additional numbers trained
c - Completed unutilized funds
- unutilized funds to be returned
* - monies have been returned

3 - Withdrawn/Cancelled projects
a - Monies not drawn
b - Monies drawn have been returned
c - Monies drawn to be returned

4 - Default training completed
Not enough students trained funds yet to be returned

Iowa Jobs Training Program 260F Individual Business Projects (Cont.)

Business	County	Town	Amount Award	Approval Date	# to be Trained	Actual # Trained	Coding Status
New Hampton Metal Fab	Chickasaw	New Hampton	\$25,000.00	5/3/2000	35	40	2b
Textron Fastening Systems Decorah Operations	Winneshiek	Decorah	\$6,454.00	5/3/2000	10	13	2b
Dubuque Stamping & Mfg Inc	Dubuque	Dubuque	\$10,084.00	4/14/2000	10	16	2b
Pattison Bros Mississippi River Terminal Inc	Fayette	Fayette	\$6,942.00	4/6/2000	6	6	2a
Unique Balance	Dubuque	Dubuque	\$4,999.00	4/4/2000	15	21	2b
Medical Associates Health Plans	Dubuque	Dubuque	\$4,999.00	3/31/2000	15	15	2a
Rite Hite Corporation	Dubuque	Dubuque	\$5,682.00	3/30/2000	20	29	2b
Tri Mark Corporation	Chickasaw	New Hampton	\$9,927.00	3/29/2000	18	29	2b
Dubuque Stamping & Mfg Inc	Dubuque	Dubuque	\$5,692.00	3/6/2000	25	30	2b
Cj Moyna And Sons Inc	Clayton	Elkader	\$15,741.00	2/10/2000	75	105	2b
Sweet Computer Services Inc	Fayette	West Union	\$25,000.00	2/7/2000	15	15	2a
Fh Uelner Precision Tools And Dies Inc	Dubuque	Dubuque	\$25,000.00	2/2/2000	55	70	2b
De Smith Inc	Dubuque	Dubuque	\$15,829.00	2/1/2000	15	35	2b
Il Norplex	Allamakee	Postville	\$5,982.00	1/24/2000	90	90	2a
Kendrick Forest Products, Dba Kendrick Inc	Delaware	Edgewood	\$10,500.00	1/14/2000	3	4	2b
Seedorff Masonry Industries Inc	Howard	Cresco	\$15,000.00	1/5/2000	35	58	2b
Monona Wire Corporation	Clayton	Monona	\$4,999.00	1/4/2000	10	10	2a
Joseph L Erthl Inc	Dubuque	Dyersville	\$2,864.00	11/18/1999	8	8	2a
Dyersville Commercial	Dubuque	Dyersville	\$4,999.00	11/10/1999	6	6	2a
Ms Machine & Mfg Co Inc	Clayton	Monona	\$4,999.00	9/28/1999	3	4	2b
Ostrich Producers Coop Of The Midwest	Winneshiek	Decorah	\$4,147.00	9/24/1999	4	3	4a
Webber Metal Products Inc	Dubuque	Cascade	\$11,312.00	9/24/1999	150	150	2a
Elevated Constructioin Services	Fayette	Oelwein	\$4,999.00	4/27/1999	2	1	3b
Guttenberg Industries Inc	Clayton	Guttenberg	\$4,345.00	4/19/1999	5	5	2a
Exide Corp	Delaware	Manchester	\$9,929.00	2/10/1999	33	39	2c2
Kol-Gol Inc	Allamakee	Lansing	\$2,208.00	2/3/1999	5	8	2b
Textron Inc	Winneshiek	Decorah	\$6,953.00	2/3/1999	18	25	2b
Adams Company, The	Dubuque	Dubuque	\$17,580.00	1/25/1999	60	69	2c
Donaldson Company Inc	Fayette	Oelwein	\$10,725.00	12/4/1998	25	0	3b
Trinity Fabricators	Allamakee	Lansing	\$2,208.00	11/19/1998	3	3	2a
Graphics Inc	Winneshiek	Calmar	\$5,855.00	11/10/1998	3	5	2b
Guttenberg Industries Inc	Clayton	Guttenberg	\$20,655.00	11/10/1998	14	19	2b
Deco Products	Winneshiek	Decorah	\$20,394.00	8/10/1998	20	59	2b
Henderson Mfg	Delaware	Manchester	\$10,500.00	8/10/1998	40	41	2c2
Plum Building Systems	Chickasaw	New Hampton	\$4,635.00	8/10/1998	4	15	2b
Guttenberg Industries Inc	Clayton	Guttengerg	\$4,999.00	8/5/1998	15	3a	
Il Norplex	Allamakee	Postville	\$2,700.00	7/8/1998	9	21	2b
Grand Total			\$842,795.00		2329	2980	

1 - Active projects
a - Completed awaiting final reports
b - Ongoing training

2 - Completed projects
a - Obligated number trained
b - Additional numbers trained
c - Completed unutilized funds
- unutilized funds to be returned
* - monies have been returned

3 - Withdrawn/Cancelled projects
a - Monies not drawn
b - Monies drawn have been returned
c - Monies drawn to be returned

4 - Default training completed
Not enough students trained funds yet to be returned

Iowa Jobs Training Program 260F Community College Consortium Projects

Business	County	Town	Amount Award	Approval Date	# to be Trained	Actual # Trained	Coding Status
Nicc Information System & Technology Consortium			\$25,000.00	5/2/2003	50		1a
Mccullough Creative Group, Inc.	Dubuque	Dubuque	\$0.00	5/2/2003			1a
Carlisle Communications	Dubuque	Dubuque	\$0.00	5/2/2003			1a
Cigna	Dubuque	Dubuque	\$0.00	5/2/2003			1a
Color Box	Dubuque	Dubuque	\$0.00	5/2/2003			1a
Nicc Construction Training Expo			\$26,325.00	3/2/2001			2b
Cj Moyna And Sons	Clayton	Elkader	\$0.00	3/2/2001	10	10	2a
Reillys Construction Company	Winnesheik	Ossian	\$0.00	3/2/2001	5	5	2a
Allied Construction Co	Floyd	Charles City	\$0.00	3/2/2001	5	5	2a
Concrete Foundations	Bremer	Sumner	\$0.00	3/2/2001	7	7	2a
Rasch Construction Inc	Webster	Fort Dodge	\$0.00	3/2/2001	4	4	2a
Fred Carlson Co Inc	Weneshiek	Decorah	\$0.00	3/2/2001	55	65	2b
City Wide Construction Corp	Linn	Cedar Rapids	\$0.00	3/2/2001	2	2	2a
Delong Keith Construction	Washington	Washington	\$0.00	3/2/2001	2	2	2a
Riehm Construction Company	Allamakee	Waukon	\$0.00	3/2/2001	3	3	2a
Sheets Excavating	Poweshiek	Montezuma	\$0.00	3/2/2001	3	3	2a
Clark College Consortium	Dubuque	Dubuque	\$25,000.00	1/17/2001	50		1a
John Deere Dubuque Works	Dubuque	Dubuque	\$0.00	1/17/2001			1a
Cigna	Dubuque	Dubuque	\$0.00	1/17/2001			1a
Cartegraph Systems Inc	Dubuque	Dubuque	\$0.00	1/17/2001			1a
Mckesson Hboc	Dubuque	Dubuque	\$0.00	1/17/2001			1a
Mccullough Creative Group Inc	Dubuque	Dubuque	\$0.00	1/17/2001			1a
Woodward Communicatins Inc	Dubuque	Dubuque	\$0.00	1/17/2001			1a
Woodward Internet Services	Dubuque	Dubuque	\$0.00	1/17/2001			1a
Mcgraw Hill Higher Education	Dubuque	Dubuque	\$0.00	1/17/2001			1a
Carlisle Communications	Dubuque	Dubuque	\$0.00	1/17/2001			1a
Kendall Hunt Publishing	Dubuque	Dubuque	\$0.00	1/17/2001			1a
Harcourt Religious Publishers	Dubuque	Dubuque	\$0.00	1/17/2001			1a
Quebecor World Dubuque	Dubuque	Dubuque	\$0.00	1/17/2001			1a
Union Hoerman	Dubuque	Dubuque	\$0.00	1/17/2001			1a
Flynn Printing	Dubuque	Dubuque	\$0.00	1/17/2001			1a
Color Box	Dubuque	Dubuque	\$0.00	1/17/2001			1a
Julin Printing	Jones	Monticello	\$0.00	1/17/2001			1a
Nicc Process Training			\$11,040.00	12/1/2000			2b
Barnstead Thermolyne	Dubuque	Dubuque	\$0.00	12/1/2000	9	11	2b
Dubuque Stamping & Mfg Co	Dubuque	Dubuque	\$0.00	12/1/2000	1	1	2a
John Deere Dubuque Works	Dubuque	Dubuque	\$0.00	12/1/2000	4	3	2a
Statistical Process Control			\$10,771.00	5/9/2000			2b
Ay Mcdonald Mfg Co	Dubuque	Dubuque	\$0.00	5/9/2000	2	0	3a
Flexsteel Industries Inc	Dubuque	Dubuque	\$0.00	5/9/2000	6	1	2a

1 - Active projects
a - Completed awaiting final reports
b - Ongoing training

2 - Completed projects
a - Obligated number trained
b - Additional numbers trained
c - Completed unutilized funds
- unutilized funds to be returned
* - monies have been returned

3 - Withdrawn/Cancelled projects
a - Monies not drawn
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c - Monies drawn to be returned

4 - Default training completed
Not enough students trained funds yet to be returned



260E Case Study Northeast Iowa Community College Premier Tooling & Manufacturing

Northeast Iowa Community College (NICC) and Peosta-based Premier Tooling and Manufacturing are working together in obtaining 260E Iowa New Jobs Training funding for new employees to receive the most advanced training available. From 1998 to the present, Premier Tooling's new hires received training in MAS 90 Accounting, PRO E, ISO 9000, SPC for Short Runs and are looking to enroll in supervisor training, Lean Manufacturing and Computerized Numerical Control refresher courses. 260E funds make this training possible and give Premier Tooling the boost it needs to thrive.

"We've been a small new company since 1990 manufacturing parts for off-road vehicle seating and parts for automobiles," Jan Heister, co-owner of Premier Tooling, explains. "We need to make the company grow, understand new types of work and trends expected of our company and be prepared for new employees who need advanced training."

Premier Tooling and its existing and new employees all have different skill levels and strengths, Heister said. Entry-level press operators sometimes show greater aptitude as quality control personnel, leaders, supervisors or employees with the willpower and desire to learn more. Currently, the company employs approximately 120 workers and as new employees enter Premier Tooling's ranks, the company is considering adding a third shift of employees to perform industrial maintenance duties after January 2004.

Premier Tooling has one 260E project carrying over from late spring, the ISO 9001-2000 program, which is an automotive parts quality control criterion mandated by the federal government. The ISO 9001:2000 standard requires critiques of companies' quality manual, auditing practices and research.

"Manufacturers today face a very uncertain future and it's wonderful to have 260E funds, because money is an issue for a small company. It's great that this funding is available," Heister said.

260E funding serves the needs of a small business like Premier Tooling because employees at small operations often have overlapping job descriptions and responsibilities, she said, such as supervisors who supervise set-up personnel on the line but also work alongside entry-level workers. Heister said that one of the indirect results of participating in the 260E program is that the new training options available generated regular roundtable discussions between supervisors and set-up personnel.

Industrial New Jobs Training Program 260E Projects

Business	County	Town	Amount of Award	Approval Date	Planned # of Jobs	Highest # of Jobs
Ljw Machining Inc	Chickasaw	Fredericksburg	\$45,000.00	1/8/1999	20	15
Bertch Cabinet Mfg Inc	Fayette	Oelwein	\$200,000.00	1/8/1999	100	70
Carte'graph	Dubuque	Dubuque	\$445,000.00	3/29/1999	60	60
Cascade Lumber & Mfg. Co.	Dubuque	Cascade	\$100,000.00	3/31/1999	27	27
Northwest Telemarketing Of Iowa Inc	Dyersville	Dyersville	\$195,000.00	5/28/1999	150	90
Schieffer Co International Lc	Dubuque	Peosta	\$70,000.00	6/11/1999	26	26
Cottingham And Butler Insurance Service Inc	Dubuque	Dubuque	\$80,000.00	11/20/1999	14	14
Advanced Data Communications Inc	Dubuque	Dubuque	\$155,000.00	11/27/1999	60	60
Self Insured Service Co	Dubuque	Dubuque	\$160,000.00	11/29/1999	55	55
M-C Industries Inc	Clayton	Edgewood	\$80,000.00	12/13/1999	50	50
Dubuque Data Services	Dubuque	Dubuque	\$145,000.00	12/15/1999	32	32
Henderson Manufacturing Inc	Delaware	Manchester	\$930,000.00	12/17/1999	147	147
Iva Inc	Fayette	W Union	\$25,000.00	12/17/1999	10	10
Dura Automotive Systems Inc	Fayette	West Union	\$335,000.00	12/20/1999	150	150
Trilog Inc	Dubuque	Dubuque	\$865,000.00	12/27/1999	200	200
Bodine Electric Co	Dubuque	Peosta	\$125,000.00	1/9/2000	14	14
Mi T M Corporation	Dubuque	Peosta	\$355,000.00	8/25/2000	75	75
Medline Industries Inc	Dubuque	Dubuque	\$160,000.00	10/2/2000	63	63
Mdk Inc	Chikasaw	New Hamton	\$40,000.00	10/5/2000	20	18
Decker Acquisitioncorp DbA Blessing Indust.	Fayette	Fayette	\$795,000.00	10/5/2000	125	70
American Injection Molding Inc	Dubuque	Cascade	\$10,000.00	10/25/2000	10	2
Cascade Lumber Company DbA Mfg Co	Dubuque	Cascade	\$80,000.00	11/6/2000	32	32
Ms Machine & Mfg Co Inc	Clayton	Monona	\$30,000.00	12/12/2000	13	10
Camoplast Rockland Ltd	Dubuque	Dubuque	\$25,000.00	3/23/2001	11	11
Trinity Fabricators Inc	Allamakee	New Albin	\$30,000.00	6/14/2001	6	6
Ross Marketing	Chichasaw	New Hampton	\$135,000.00	6/14/2001	127	65
Britz Heidbrink	Clayton	Monona	\$75,000.00	6/14/2001	20	20
Premier Bank	Dubuque	Dubuque	\$55,000.00	6/14/2001	19	19
Sweet Computer Services Inc	Fayette	West Union	\$265,000.00	6/14/2001	12	70
E-Ject Systems	Clayton	Elkader	\$160,000.00	6/13/2002	20	8
Kendrick Forest Products	Delaware	Edgewood	\$175,000.00	6/13/2002	23	0
Cigna Retirement Benefits	Dubuque	Dubuque	\$380,000.00	6/13/2002	51	51
Cottingham And Butler Insurance Service Inc	Dubuque	Dubuque	\$115,000.00	6/13/2002	15	15
Medline Industries Inc	Dubuque	Dubuque	\$70,000.00	6/13/2002	19	19
Premier Bank	Dubuque	Dubuque	\$60,000.00	6/13/2002	7	7
Quebecor World Dubuque Inc	Dubuque	Dubuque	\$815,000.00	6/13/2002	109	80
Self Insured Service Co	Dubuque	Dubuque	\$155,000.00	6/13/2002	34	30
Cresco Food Technologies	Howard	Cresco	\$105,000.00	6/13/2002	26	13
Kendrick Forest Products	Delaware	Edgewood	\$175,000.00	6/28/2002	23	23
Kendrick Forest Products	Delaware	Edgewood	\$175,000.00	6/30/2002	23	0
Mi T M Corporation	Dubuque	Peosta	\$335,000.00	1/25/2003	60	0
Hot Flush, Llc	Chickasaw	New Hampton	\$175,000.00	3/15/2003	30	0
Precision Of New Hampton	Chicaksaw	New Hampton	\$175,000.00	3/16/2003	30	0
Lynch Bbq Company	Winneshiek	Decorah	\$35,000.00	3/16/2003	13	0
Soy Basics, Llc	Chickasaw	New Hampton	\$130,000.00	4/16/2003	40	0
Medline Industries Inc	Dubuque	Dubuque	\$225,000.00	4/19/2003	62	0
Joseph L. Ertl, Inc.	Dubuque	Dyersville	\$125,000.00	4/19/2003	44	0
Woodward Communications, Inc.	Dubuque	Dubuque	\$50,000.00	4/20/2003	5	0
Giese Manufacturing Company, Inc.	Dubuque	Dubuque	\$50,000.00	4/28/2003	11	0
Industrial Laminates/Norplex, Inc.	Allamakee	Postville	\$705,000.00	5/16/2003	94	0
Foodliner, Inc.	Dubuque	Dubuque	\$160,000.00	5/16/2003	17	0
Heartland Financial, Usa, Inc.	Dubuque	Dubuque	\$120,000.00	5/16/2003	18	0
Cascade Lumber Company DbA Mfg Co	Dubuque	Cascade	\$80,000.00	5/20/2003	12	0
Eip Manufacturing, Inc.	Delaware	Earlville	\$305,000.00	5/26/2003	44	44
Textron Inc	Winneshiek	Decorah	\$280,000.00	6/15/2003	82	0
Totals For 55 Contracts :			\$11,345,000.00		2,560	1,771

Area II
North Iowa Area Community College

Terry Schumaker
North Iowa Area Community College
500 College Drive
Mason City, IA 50401
641.422.1541



260F Case Study North Iowa Area Community College IMI Cornelius

IMI Cornelius is the world's leading supplier of beverage dispensing equipment. They manufacture and market a broad line of commercial ice makers, post-mix beverage dispensing systems, beer dispensers, juice and tea dispensers, frozen beverage dispensers and a complete line of accessories. Their products are the choice of the world's leading beverage brand owners, restaurants, convenience stores and hospitality chains.

With nearly 70 years of experience in the beverage dispensing industry, IMI Cornelius has the expertise to provide total solutions. Their leadership, design innovation, reliability and lifetime support provide a business partner that is focused to help customers maximize profits. They are dedicated to continuous improvement and their leadership position can be attributed to a customer-focused philosophy of: (1) Driving incremental growth for brand owners & retailers, (2) Developing state-of-the-art refrigeration concept, and (3) Differentiating through technology and service.

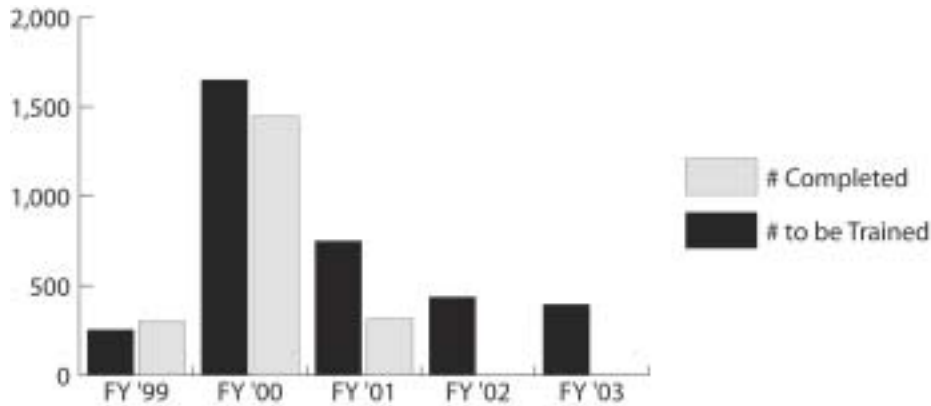
IMI Cornelius manufactures products at 12 plants in six countries, and their sales offices span the globe. Their dedicated and motivated employees number more than 4,500, including over 300 at the Mason City, Iowa plant.

The Iowa Jobs Training Program (260F) training dollars are being utilized for a variety of training activities including Leadership Development, Theory of Constraint (TOC) Project Management, and Teambuilding. Over thirty-five IMI Cornelius employees will be trained with the program dollars. As a result of the training the company will benefit from a more flexible, productive workforce. IMI Cornelius is also working to reduce gaps in their product cycle and improve communication up and down the organization.

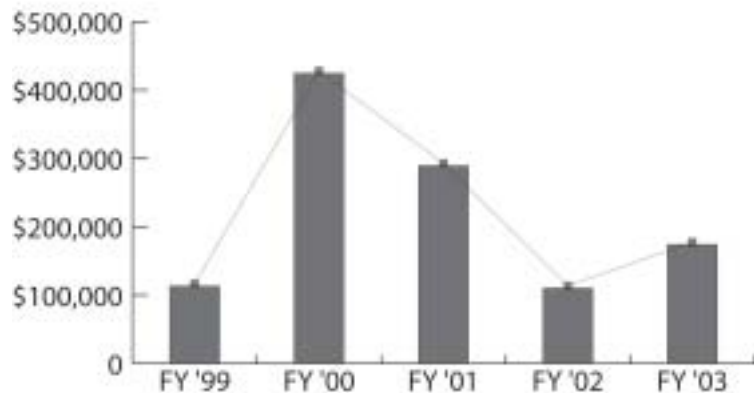
The availability of Iowa Jobs Training Program (260F) dollars and North Iowa Area Community College (NIACC) assistance made it possible for IMI Cornelius to leverage their existing training resources into a more comprehensive and far reaching training program than would have otherwise been possible.

Iowa Jobs Training Program 260F North Iowa Area Community College

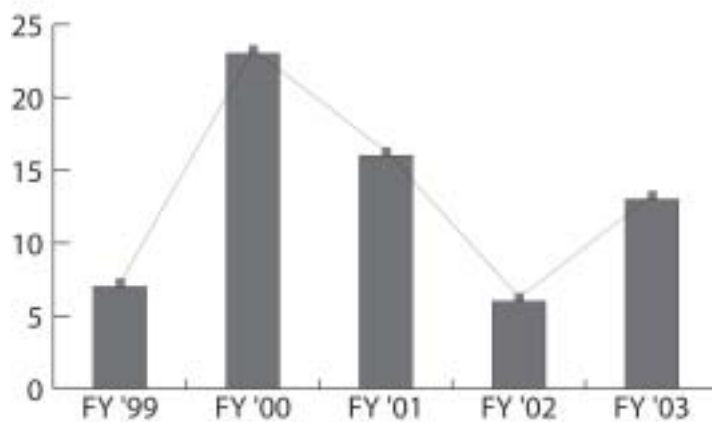
Training #'s/Completion



Amount Awarded



Projects Awarded



Iowa Jobs Training Program 260F Individual Business Projects

Business	County	Town	Amount Award	Approval Date	# to be Trained	Actual # Trained	Coding Status
Customcraft Iowa	Hancock	Kanawha	\$4,999.00	5/2/2003	2		1b
Conagra Foods	Cerro Gordo	Mason City	\$6,486.00	4/30/2003	8		1b
Eaton Corporation	Wright	Belmond	\$4,999.00	4/30/2003	15		1b
Heartland Asphalt, Inc.	Cerro Gordo	Mason City	\$25,000.00	4/30/2003	45		1b
Mct Manufacturing	Worth	Joice	\$3,000.00	4/1/2003	1		1b
Winnebago Industries	Hancock	Forest City	\$25,000.00	3/31/2003	60		1b
Boxes Unlimited, Inc.	Cerro Gordo	Mason City	\$4,999.00	3/3/2003	3		1b
Curtis 1000	Cerro Gordo	Mason City	\$14,870.00	2/21/2003	7		1b
Hawkeye Mold & Design Company	Floyd	Charles City	\$4,999.00	2/6/2003	10		1b
Imi Cornelius	Cerro Gordo	Mason City	\$25,000.00	2/6/2003	35		1b
Access Machine, Llc	Wright	Belmond	\$4,999.00	11/18/2002	4		1b
Kiefer Built	Hancock	Kanawha	\$24,489.00	11/1/2002	150		1b
Suntron Corporation	Hancock	Garner	\$25,000.00	10/30/2002	55		1b
Stoyles Graphic Service	Cerro Gordo	Mason City	\$4,999.00	5/28/2002	6		1b
Fleetguard Inc	Winnebago	Lake Mills	\$25,000.00	5/9/2002	100		1b
Machine Tool Engineering	Floyd	Charles City	\$4,999.00	5/9/2002	20		1b
Stellar Industries Inc	Hancock	Garner	\$25,000.00	3/16/2002	80		1b
Fox River Mills Inc	Mitchell	Osage	\$25,000.00	1/17/2002	200		1a
Assa Abloy Door Group Llc Graham Division	Cerro Gordo	Mason City	\$25,000.00	11/6/2001	30		1a
Winnebago Industries Inc	Hancock	Forest City	\$25,000.00	6/30/2001	60		1a
Heartland Asphalt Inc	Cerro Gordo	Mason City	\$19,883.00	5/8/2001	55	64	2b
Metalcraft Inc	Cerro Gordo	Mason City	\$16,260.00	5/8/2001	50		1a
Advanced Component Echnologies Inc	Worth	Northwood	\$25,000.00	5/2/2001	40		1b
Welborn Industries Ltd	Cerro Gordo	Mason City	\$23,363.00	4/20/2001	80	17	2c
Diversified Fastening Systems Inc	Floyd	Charles City	\$22,464.00	4/10/2001	35		1a
Hawkeye State Scale	Cerro Gordo	Mason City	\$13,760.00	4/10/2001	2		1a
North Iowa Fabrication Inc	Floyd	Rockford	\$4,999.00	2/27/2001	4	4	2a
Kraft Foods	Cerro Gordo	Mason City	\$25,000.00	2/24/2001	180		1a
Teamquest Corporation	Cerro Gordo	Clear Lake	\$20,559.00	2/16/2001	21	27	2b
Eaton Corporation	Wright	Belmond	\$25,000.00	1/26/2001	50	50	2a
Gilbertson Tool & Die	Winnebago	Lake Mills	\$4,999.00	1/12/2001	3	3	2a
Alexander Technologies	Cerro Gordo	Mason City	\$25,000.00	1/3/2001	32	35	2b
Serta Mattress	Cerro Gordo	Clear Lake	\$7,712.00	12/5/2000	50		1a
Mobility Rv	Worth	Hanlontown	\$4,999.00	11/29/2000	12	13	2b
Frc Component Products Inc	Cerro Gordo	Mason City	\$25,000.00	9/21/2000	75	101	2b
Iowa Mold Tooling Inc	Hancock	Garner	\$25,000.00	6/2/2000	300	1b	
Lehigh Portland Cement	Cerro Gordo	Mason City	\$25,000.00	5/12/2000	25	26	2b
Wallace Computer Services Inc	Mitchell	Osage	\$25,000.00	5/8/2000	20	28	2b
Customcraft Iowa	Hancock	Kanawha	\$4,999.00	5/4/2000	12	13	2b
Unicover Inc	Hancock	Britt	\$4,999.00	5/4/2000	25	57	2b
Mct Manufacturing	Worth	Joice	\$4,999.00	5/2/2000	3	3	2a
3m Logistics	Hancock	Forest City	\$25,000.00	4/28/2000	100	123	2b
Holnam Inc	Cerro Gordo	Mason City	\$25,000.00	4/28/2000	40		1a
Seabee Corporation	Franklin	Hampton	\$25,000.00	4/28/2000	250		1a
Jackson Street Press	Floyd	Charles City	\$4,999.00	4/5/2000	4	3	2c
Farmland Industries	Hancock	Garner	\$4,999.00	4/4/2000	4	5	2b
Imi Cornelius	Cerro Gordo	Mason City	\$25,000.00	3/29/2000	17	24	2b
Team Quest Corp	Cerro Gordo	Clear Lake	\$23,000.00	3/7/2000	58	68	2b
Imi Cornelius	Cerro Gordo	Mason City	\$25,000.00	1/18/2000	30	48	2b
Woodharbor Doors And Cabinetry	Cerro Gordo	Mason City	\$25,000.00	1/14/2000	260	260	2a

1 - Active projects
a - Completed awaiting final reports
b - Ongoing training

2 - Completed projects
a - Obligated number trained
b - Additional numbers trained
c - Completed unutilized funds
- unutilized funds to be returned
* - monies have been returned

3 - Withdrawn/Cancelled projects
a - Monies not drawn
b - Monies drawn have been returned
c - Monies drawn to be returned

4 - Default training completed
Not enough students trained funds yet to be returned

Business	County	Town	Amount Award	Approval Date	# to be Trained	Actual # Trained	Coding Status
Fleetguard, Inc	Winnebago	Lake Mills	\$25,000.00	12/21/1999	40	112	2b
Cf Industries Inc	Hancock	Garner	\$4,995.00	8/12/1999	6	7	2b
Metalcraft Inc	Cerro Gordo	Mason City	\$16,513.00	7/23/1999	50	66	2b
Stellar Industries Inc	Hancock	Garner	\$25,000.00	7/23/1999	130	165	2b
Carroll George	Worth	Northwood	\$25,000.00	7/22/1999	180	230	2b
Curries Co	Cerro Gordo	Mason City	\$24,705.00	7/22/1999	10	21	2b
Kiefer Built Inc	Hancock	Kanawha	\$25,000.00	7/22/1999	70	165	2b
Mechanical Air Systems Co	Cerro Gordo	Mason City	\$4,995.00	7/22/1999	15	23	2b
Midwest Computer Register	Franklin	Hampton	\$3,305.00	4/26/1999	7	12	2b
Creative Solutions Unlimited Inc	Franklin	Sheffield	\$24,750.00	4/7/1999	11	28	2b
Cole Sewell Corp	Cerro Gordo	Clear Lake	\$4,995.00	3/17/1999	20	20	2a
Eaton Corp	Wright	Belmond	\$25,000.00	3/9/1999	90	114	2b
Swift-Eckrich Inc Db a Armour-Swift-Eckrich	Cerro Gordo	Mason City	\$25,000.00	3/9/1999	70	71	2b
Stoyles Graphics Services	Cerro Gordo	Mason City	\$25,000.00	9/23/1998	45	45	2a
Kiefer Built Inc	Hancock	Kanawha	\$4,995.00	8/10/1998	10	10	2a
Grand Total			\$1,110,084.00		3482	2061	

Iowa Jobs Training Program 260F Comm. College Business Network Projects

Business	County	Town	Amount Award	Approval Date	# to be Trained	Actual # Trained	Coding Status
Niacc Scaffold Training			\$2,545.00	11/3/2002	24		1b
Dean Snyder Construction	Cerro Gordo	Clear Lake	\$0.00	11/3/2002	4		1b
Ken Petersen Builders	Cerro Gordo	Mason City	\$0.00	11/3/2002	12		1b
Henkel Construction Company	Cerro Gordo	Mason City	\$0.00	11/3/2002	1		1b
Larry Elwood Construction	Cerro Gordo	Mason City	\$0.00	11/3/2002	5		1b
Henkel Construction Company	Story	Ames	\$0.00	11/3/2002	1		1b
Leading Edge Development Services	Winnebago	Lake Mills	\$0.00	11/3/2002	3		1b
Mason City Overhead Door Company	Cerro Gordo	Mason City	\$0.00	11/3/2002	4		1b
Midwest Roofing	Cerro Gordo	Mason City	\$0.00	11/3/2002	6		1b
Paul Koenigs Construction	Mitchell	St. Ansgar	\$0.00	11/3/2002	3		1b
Randall Construction	Mitchell	Osage	\$0.00	11/3/2002	4		1b
Niacc Command Spanish Training			\$20,122.00	11/6/2001			1b
Armour Swift Eckrich	Hancock	Britt	\$0.00	11/6/2001	2		1b
Fox River Mills Inc	Mitchell	Osage	\$0.00	11/6/2001	10		1b
Advanced Component Technologies	Worth	Northwood	\$0.00	11/6/2001	10		1b
Fleetguard Inc	Lake Mills		\$0.00	11/6/2001	10		1b
Cessford Construction Co	Marshall	Le Grand	\$0.00	11/6/2001	10		1b
Swift And Company	Marshall	Marshalltown	\$0.00	11/6/2001	50		1b
Mobility Rv, Inc.	Worth	Hanlontown		11/6/2001	12		1b
American Society For Quality Training	Cerro Gordo	Mason City	\$12,723.00	8/15/2000	23		2a
Curries Mfg	Cerro Gordo	Mason City	\$0.00	8/15/2000	5	5	2a
Featherlite Inc	Howard	Cresco	\$0.00	8/15/2000	3	3	2a
Iowa Mold Tooling Company	Hancock	Garner	\$0.00	8/15/2000	2	2	2a
Graham Mfg	Cerro Gordo	Mason City	\$0.00	8/15/2000	4	4	2a
Winnebago Industries Inc	Hancock	Forest City	\$0.00	8/15/2000	9	9	2a
Sauer-Sundstrand	Story	Ames	\$15,244.00	12/21/1999	1	1	2a
Seabee Corp	Franklin	Hampton	\$0.00	12/21/1999	1	1	2a
Eaton Corp	Wright	Belmond	\$0.00	12/21/1999	1	1	2a
Fleetguard Inc	Lake Mills		\$0.00	12/21/1999	1	1	2a
Armour Swift-Eckrich	Hancock	Britt	\$0.00	12/21/1999	1	1	2a
Carroll George Inc	Worth	Northwood	\$0.00	12/21/1999	1	1	2a
Minnesota Rubber	Cerro Gordo	Mason City	\$0.00	12/21/1999	1	1	2a
Snap On Tools	Kossuth	Algona	\$0.00	12/21/1999	2	2	2a
3m Company	Hancock	Forest City	\$0.00	12/21/1999	1	1	2a
Rose Acre Farms	Madison	Winterset	\$0.00	12/21/1999	1	1	2a
New Cole Sewell Corp	Cerro Gordo	Clear Lake	\$0.00	12/21/1999	2	2	2a
Iowa Mold Tooling Co	Hancock	Garner	\$0.00	12/21/1999	1	0	3c
Kiefer Built Inc	Hancock	Kanawha	\$0.00	12/21/1999	1	1	2a

1 - Active projects
a - Completed awaiting final reports
b - Ongoing training

2 - Completed projects
a - Obligated number trained
b - Additional numbers trained
c - Completed unutilized funds
- unutilized funds to be returned
* - monies have been returned

3 - Withdrawn/Cancelled projects
a - Monies not drawn
b - Monies drawn have been returned
c - Monies drawn to be returned

4 - Default training completed
Not enough students trained funds yet to be returned

Iowa Jobs Training Program 260F Comm. College Business Network Projects

Business	County	Town	Amount Award	Approval Date	# to be Trained	Actual # Trained	Coding Status
Globe-Gazette	Cerro Gordo	Mason City	\$0.00	12/21/1999	1	1	2a
Smithway Motor Express Inc	Webster	Fort Dodge	\$0.00	12/21/1999	1	1	2a
Building Trades			\$10,588.00	12/21/1999			2c
The Henningsen Company	Cerro Gordo	Mason City	\$0.00	12/21/1999	12	11	2c2
Larry Elwood Construction	Cerro Gordo	Mason City	\$0.00	12/21/1999	8	6	2c2
Kim Peterson Builders Inc	Cerro Gordo	Mason City	\$0.00	12/21/1999	10	9	2c2
Mason City Overhead Door	Cerro Gordo	Mason City	\$0.00	12/21/1999	1	1	2c2
Dean Snyder Construction	Cerro Gordo	Clear Lake	\$0.00	12/21/1999	10	9	2c2
Larson Contracting	Winnebago	Lake Mills	\$0.00	12/21/1999	6	4	2c2
Henkel Construction Co	Cerro Gordo	Mason City	\$0.00	12/21/1999	15	18	2c2
Kenison Construction Inc	Worth	Kensett	\$0.00	12/21/1999	2	0	3c
Randall Constructicon	Mitchell	Osage	\$0.00	12/21/1999	2	2	2c2
Paul Koenigs Construction	Michell	Stansgar	\$0.00	12/21/1999	2	3	2c2
Henkel Construction Co	Story	Ames	\$0.00	12/21/1999	5	5	2c2
Business Network Supplier Training Project			\$125,000.00	2/3/1999	95	201	2b
Cooper Manufacturing Company	Marshall	Marshalltown	\$0.00	2/3/1999	10		2b
Kiowa Corporation	Marshall	Marshalltown	\$0.00	2/3/1999	9		2b
Northern Iowa Die Casting Inc	Dickinson	Lake Park	\$0.00	2/3/1999	20		2b
Vogel Paint Inc	Sioux	Orange City	\$0.00	2/3/1999	40		2b
Iowa Industrial Products Inc	Polk	Des Moines	\$0.00	2/3/1999	40		2b
Rosenboom Machine & Tool Inc	Sioux	Sheldon	\$0.00	2/3/1999	40		2b
K Products Inc	Sioux	Orange City	\$0.00	2/3/1999	10		2b
Genesis Systems Group	Scott	Davenport	\$0.00	2/3/1999	50		2b
Grimm Brothers Plastics Corp	Louisa	Wapello	\$0.00	2/3/1999	13		2b
Iowa Machinery And Supply	Polk	Des Moines	\$0.00	2/3/1999	40		2b
Traer Manufacturing	Tama	Traer	\$0.00	2/3/1999	30		2b
Geater Machining & Mfg	Buchann	Independence	\$0.00	2/3/1999	8		2b
Donaldson Co Inc	Fayette	Oelwein	\$0.00	2/3/1999	33		2b
Grand Total			\$186,222.00		722	331	

Iowa Jobs Training Program 260F Community College Consortium Projects

Business	County	Town	Amount Award	Approval Date	# to be Trained	Actual # Trained	Coding Status
NIACC Construction Training Consortium			\$13,513.00	4/25/2001			1a
Henkel Construction Co	Cerro Gordo	Mason City	\$0.00	4/25/2001	5		1a
Henningsen Company	Cerro Gordo	Mason City	\$0.00	4/25/2001	6		1a
Dean Snyder Construction	Cerro Gordo	Clear Lake	\$0.00	4/25/2001	4		1a
Ken Petersen Builders Inc	Cerro Gordo	Mason City	\$0.00	4/25/2001	3		1a
Larry Elwood Construction	Cerro Gordo	Mason City	\$0.00	4/25/2001	2		1a
North Iowa Area Community College Consortium			\$35,449.00	5/9/2000	12	20	2b
Imi Cornelius	Cerro Gordo	Mason City	\$0.00	5/9/2000	4	5	2b
Iowa Mold Tool Inc	Hancock	Garner	\$0.00	5/9/2000	4	10	2b
Winnebago Industries Inc	Hancock	Forest City	\$0.00	5/9/2000	4	5	2b
Grand Total			\$48,962.00		44	40	

1 - Active projects
a - Completed awaiting final reports
b - Ongoing training

2 - Completed projects
a - Obligated number trained
b - Additional numbers trained
c - Completed unutilized funds
- unutilized funds to be returned
* - monies have been returned

3 - Withdrawn/Cancelled projects
a - Monies not drawn
b - Monies drawn have been returned
c - Monies drawn to be returned

4 - Default training completed
Not enough students trained/funds yet to be returned



260E Case Study North Iowa Area Community College TeamQuest Corporation

TeamQuest Corporation is an international provider of enterprise performance and capacity planning software for a variety of open systems platforms. TeamQuest offers a suite of products, called TeamQuest Performance Software, designed to help companies get the most out of their existing IT infrastructure and to ensure the availability and reliability of enterprise systems. They provide fast, flexible performance management and capacity planning solutions for ensuring the availability and reliability of complex enterprise systems. TeamQuest Performance Software is easy to install and implement and is helping today's businesses manage ever-changing enterprise systems, while minimizing the time and costs needed to solve system management problems.

Headquartered in Clear Lake, Iowa, TeamQuest was founded as an independent, privately held company in 1991. Since then, the company has expanded to six continents, providing products for a wide variety of open systems with branch offices in Europe and the Pacific Rim.

Iowa Industrial New Jobs Training Program (260E) dollars were used to help support two separate company expansions, one in 2001 and a second expansion in 2002. The funds were used in a variety of ways including, on-the-job and structured training activities. Positions added with program assistance included, Software Engineers, Web Developer, Web Administrator, National Accounts Manager, Chief Field Operations Manager, among others. The 260E program has helped support a total of twenty new positions.

The results and/or benefits, i.e. return on investment, include, the company's ability to engage in more and better training opportunities for the newly created positions. The training made possible under the program has helped the company to remain competitive and vibrant even through stressful economic times. The efficiency and the effectiveness of the company and their ability to do business have all been enhanced as a result of the program.

TeamQuest customers include 20th Century Fox, Wellmark Blue Cross Blue Shield Inc., Air France, AT&T, EDS, Hewlett-Packard, Land O'Lakes, Lockheed Martin, Los Angeles Times, NIKE, Inc., 3M Corporation, EDS, Ford Motor Credit, and many others. TeamQuest enjoys a near 100% customer retention rate.

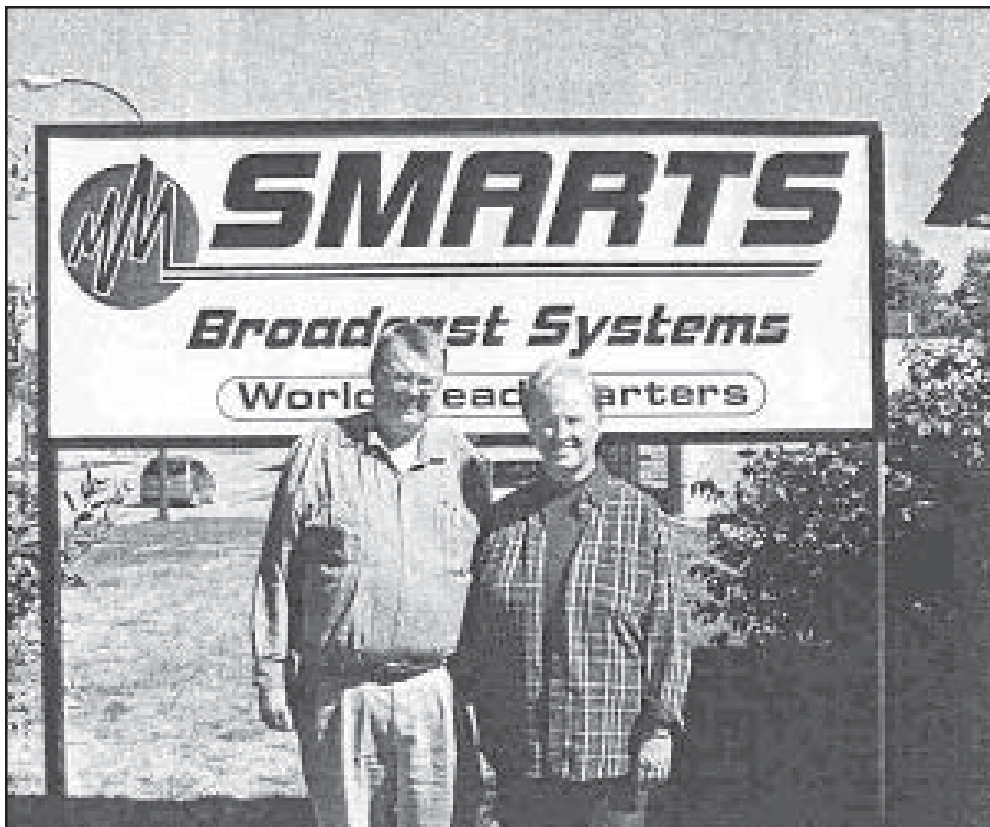
TeamQuest has built a trusted record of excellent customer service. They take great pride in the special care they give their clients and in understanding their challenges, allowing them to engineer products that solve real-world problems right out-of-the-box while still maintaining flexible customization capabilities.

Industrial New Jobs Training Program 260E Projects

Business	County	Town	Amount of Award	Approval Date	Planned # of Jobs	Highest # of Jobs
American Crane	Hancock	Garner	\$80,000.00	3/29/1999	25	15
Cole Sewell Corp	Cerro Gordo	Clear Lake	\$330,000.00	4/29/1999	80	80
Curries Company	Cerro Gordo	Mason City	\$240,000.00	4/29/1999	89	89
Winnebago Industries Inc	Floyd	Charles City	\$420,000.00	4/29/1999	102	147
Northwood Foods Inc	Worth	Northwood	\$70,000.00	4/29/1999	16	16
Afg Industries Inc	Franklin	Hampton	\$110,000.00	5/3/2000	40	64
Golden Oval Eggs	Winnebago	Thompson	\$220,000.00	5/3/2000	69	99
Kingland Systems Corporation		Clear Lake	\$300,000.00	5/8/2000	30	30
American Tool & Engineering	Butler	Greene	\$65,000.00	5/8/2000	17	23
Nti Inc	Cerro Gordo	Clear Lake	\$40,000.00	5/8/2000	10	7
Winnebago Industries Inc	Floyd	Charles City	\$580,000.00	5/8/2000	134	99
Fleetguard Inc	Winnebago	Lake Mills	\$235,000.00	5/8/2000	31	31
Northwood Foods Inc	Worth	Northwood	\$90,000.00	5/8/2000	30	30
Salsbury Chemicals Inc	Floyd	Charles City	\$255,000.00	3/26/2001	24	22
GI Coating Corp	Franklin	Hampton	\$120,000.00	3/26/2001	25	82
Sunny Fresh Foods Inc	Cerro Gordo	Mason City	\$300,000.00	5/7/2001	50	58
Woodharbor Molding And Millworks Inc	Cerro Gordo	Mason City	\$365,000.00	5/7/2001	90	129
Seabee Corporation	Franklin	Hampton	\$255,000.00	5/7/2001	50	0
Winnebago Industries Inc	Franklin	Hampton	\$100,000.00	5/7/2001	40	40
Creative Solutions Unlimited Inc	Franklin	Sheffield	\$65,000.00	5/7/2001	13	7
Aspen Hills Inc	Hancock	Garner	\$50,000.00	5/7/2001	8	10
Stellar Industries Inc	Hancock	Garner	\$265,000.00	5/7/2001	50	29
Wallace Computer Services Inc	Mitchell	Osage	\$65,000.00	5/7/2001	17	17
Dras Cases Inc	Winnebago	Lake Mills	\$20,000.00	5/7/2001	8	15
Kasson Manufacturing Inc	Worth	Northwood	\$80,000.00	5/7/2001	30	0
Teamquest Corporation	Cerro Gordo	Clear Lake	\$140,000.00	7/20/2001	10	10
Teamquest Corporation	Cerro Gordo	Clear Lake	\$80,000.00	5/1/2002	10	9
Northwood Foods Inc	Worth	Northwood	\$195,000.00	5/1/2002	45	45
Assa Abloy Door Group Llc Curries Division	Cerro Gordo	Mason City	\$490,000.00	5/13/2002	136	0
Soyventures Inc	Winnebago	Lake Mills	\$85,000.00	5/14/2002	23	4
Kraft General Foods Inc	Cerro Gordo	Mason City	\$205,000.00	5/17/2002	35	35
Winnebago Industries-Charles City Motorhome Manuf. Facility	Floyd	Charles City	\$1,490,000.00	10/30/2002	308	211
Afg Industries Inc	Franklin	Hampton	\$45,000.00	10/30/2002	12	12
Cdi, Llc.	Hancock	Forest City	\$340,000.00	10/30/2002	50	69
Totals For 34 Contracts :			\$7,790,000.00		1,707	1,534

Area III
Iowa Lakes Community College

Clark Marshall
Iowa Lakes Community College
19 South 7th Street
Estherville, IA 51334
712.632.0431



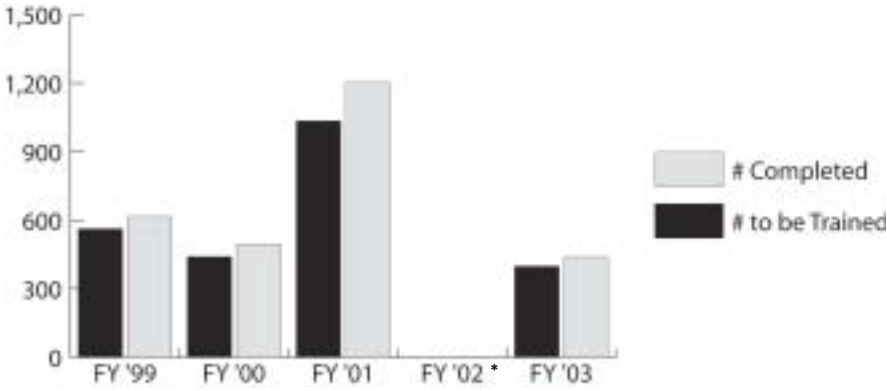
260F Case Study Iowa Lakes Community College Smarts Broadcast Systems

More than 12 years ago, radio stationowner John Schad saw a need to develop a better way to manage and enhance radio formats. Utilizing his broadcasting background and combining his business knowledge with the expertise of computer programmers, Smarts Broadcast Systems was established. The company manufactures unique software programs that automate music formats, commercials and financial records for radio stations. Products are sold globally. The company has also expanded into the production of digital broadcast equipment associated with their software products.

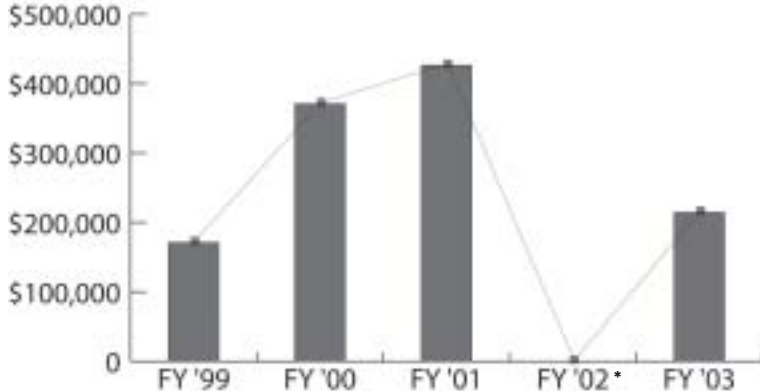
“Our company has had a significant need for training and retraining employees. Because we started as a small company with big plans, we annually allocate a lot of our financial resources to the research and development of new technologies,” said company president John Schad. “Iowa Jobs Training Program has been an asset that has helped us maximize our resources, introduce new products and gain new customers. Our local community college has been an excellent training partner, and has helped support our growth cycle.”

Iowa Jobs Training Program 260F Iowa Lakes Community College

Training #'s/Completion

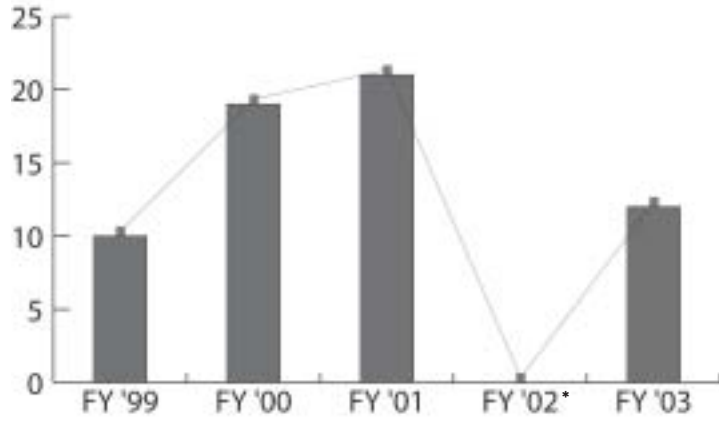


Amount Awarded



* FY'02 reflects no program activity due to the college over expending in FY'01

Projects Awarded



Iowa Jobs Training Program 260F Individual Business Projects

Business	County	Town	Amount Award	Approval Date	# to be Trained	Actual # Trained	Coding Status
Country Maid, Inc.	Kossuth	West Bend	\$25,000.00	4/1/2003	24	25	2b
Roytel Incorporated	Clay	Royal	\$25,000.00	4/1/2003	24	26	2b
Farmers Cooperative Elevator Company, Inc.	Palo Alto	Ruthven	\$24,650.00	2/21/2003	48	51	2b
All Star Pro Golf, Inc.	Clay	Spencer	\$6,100.00	11/18/2002	19	20	2b
Cf Industries, Inc.	Clay	Spencer	\$10,000.00	11/18/2002	12	12	2a
Holiday Express Corporation	Emmet	Estherville	\$15,000.00	11/18/2002	18	24	2b
Smarts Broadcasting Systems	Palo Alto	Emmetsburg	\$8,944.00	11/18/2002	20	33	2b
Call Concepts Multimedia Productions	Dickinson	Milford	\$4,900.00	11/14/2002	5	5	2a
Perry-Judd's Heartland Division	Clay	Spencer	\$25,000.00	11/3/2002	92	98	2b
Art's-Way Manufacturing Company, Inc.	Emmet	Armstrong	\$25,000.00	10/11/2002	41	47	2a
Goodenow Bancorporation	Dickinson	Okoboji	\$25,000.00	10/11/2002	90	93	2b
Metz Manufacturing Company, Inc.	Palo Alto	Emmetsburg	\$20,000.00	10/11/2002	5	5	2a
All Star Pro Golf Inc	Clay	Spencer	\$25,000.00	3/7/2001	19	22	2b
Lakes Enterprises Inc	Clay	Spencer	\$4,500.00	3/2/2001	10	15	2b
Global Equipment & Manufacturing Inc	Emmet	Estherville	\$25,000.00	2/20/2001	4	4	2a
Polaris Industries Inc	Dickinson	Spirit Lake	\$25,000.00	2/20/2001	44	75	2b
Pure Fishing	Dickinson	Spirit Lake	\$25,000.00	2/20/2001	42	48	2b
Call Concepts Multimedia Productions	Dickinson	Milford	\$21,000.00	12/15/2000	5	6	2b
Sbemco International Inc	Kossuth	Algona	\$25,000.00	12/7/2000	24	26	2b
Stylecraft Furniture Inc	Dickinson	Milford	\$25,000.00	11/16/2000	341	378	2b
Eaton Corporation	Clay	Spencer	\$25,000.00	11/15/2000	250	286	2b
Holiday Express	Emmet	Estherville	\$16,000.00	9/20/2000	12	15	2b
Citation Homes	Dickinson	Spirit Lake	\$25,000.00	9/13/2000	36	38	2b
Nolin Milling Inc	Clay	Dickens	\$17,000.00	9/13/2000	12	16	2b
Pharmacists Mutual Insurance Company	Kossuth	Algons	\$25,000.00	9/7/2000	76	83	2b
Aluma Ltd	Kossuth	Bancroft	\$14,000.00	9/1/2000	20	22	2b
Smarts Broadcasting Systems	Palo Alto	Emmetsburg	\$14,000.00	9/1/2000	7	12	2b
Country Maid Inc	Kossuth	West Bend	\$12,500.00	8/30/2000	16	18	2b
Lakes Printing Company Inc	Dickinson	Spirit Lake	\$12,500.00	8/30/2000	9	9	2a
Perry Judds (Heartland Press Division)	Clay	Spencer	\$25,000.00	8/30/2000	35	48	2b
Brown Medical Industries	Dickinson	Spirit Lake	\$17,000.00	8/29/2000	20	26	2b
Cf Industries Inc	Clay	Spencer	\$25,000.00	8/25/2000	12	12	2a
General Machine Works Inc	Clay	Spencer	\$23,000.00	8/25/2000	40	42	2b
Medieval Glass Industries Inc	Emmet	Estherville	\$25,000.00	6/13/2000	50	53	2b
Arts Way Manufacturing Company	Emmet	Armstrong	\$25,000.00	6/6/2000	24	26	2b
Choice Technologies Inc	Clay	Spencer	\$25,000.00	6/6/2000	10	11	2b
Jericho Foods Company	Emmet	Estherville	\$25,000.00	5/5/2000	11	12	2b
Lakes Printing Company Inc	Dickinson	Spirit Lake	\$10,000.00	3/1/2000	9	9	2a
Aero Race Wheels Inc	Emmet	Estherville	\$14,000.00	2/29/2000	6	8	2b
Brown Medical Industries	Dickinson	Spirit Lake	\$21,000.00	2/29/2000	12	14	2b
Farmers Cooperative Elevator Company Inc	Dickinson	Terril	\$14,000.00	2/29/2000	30	33	2b
Flannegan Western Marietta Corporation	Palo Alto	Emmetsburg	\$25,000.00	2/29/2000	16	17	2b
Holiday Express	Emmet	Estherville	\$14,000.00	2/29/2000	9	11	2b
Institutional Equipment Inc	Palo Alto	Emmetsburg	\$25,000.00	2/29/2000	28	29	2b
Smarts Broadcasting Systems	Palo Alto	Emmetsburg	\$17,000.00	2/29/2000	8	10	2b
Country Maid Inc	Kossuth	West Bend	\$10,000.00	2/24/2000	15	15	2a
Citation Homes	Dickinson	Spirit Lake	\$15,000.00	2/15/2000	36	37	2b
Sbemco International Inc	Kossuth	Algona	\$25,000.00	2/15/2000	23	26	2b
Choice Technologies Inc	Clay	Spencer	\$18,000.00	11/18/1999	7	7	2a
Pharmacists Mutual Insurance Co	Kossuth	Algona	\$13,000.00	11/18/1999	36	42	2b
Snap-On Tools	Kossuth	Algona	\$25,000.00	7/30/1999	95	116	2b

1 - Active projects
a - Completed awaiting final reports
b - Ongoing training

2 - Completed projects
a - Obligated number trained
b - Additional numbers trained
c - Completed unutilized funds
- unutilized funds to be returned
* - monies have been returned

3 - Withdrawn/Cancelled projects
a - Monies not drawn
b - Monies drawn have been returned
c - Monies drawn to be returned

4 - Default training completed
Not enough students trained/funds yet to be returned

Business	County	Town	Amount Award	Approval Date	# to be Trained	Actual # Trained	Coding Status
Energy Panel Structures Inc	Palo Alto	Graettinger	\$25,000.00	7/27/1999	15	18	2b
Eaton Corp	Clay	Spencer	\$19,500.00	4/23/1999	68	72	2b
Smarts Broadcasting Systems	Palo Alto	Emmetsburg	\$6,309.00	4/23/1999	4	5	2b
Maurer Manufacturing Co Inc	Clay	Spencer	\$22,000.00	4/12/1999	45	49	2b
Stylecraft Furniture Inc	Dickinson	Milford	\$20,560.00	4/12/1999	265	293	2b
Brown Medical Industries	Dickinson	Spirit Lake	\$12,000.00	1/20/1999	24	25	2b
Heartland Press Inc	Clay	Spencer	\$25,000.00	11/10/1998	33	39	2b
Northern Iowa Die Casting Inc	Dickinson	Lake Park	\$21,000.00	11/10/1998	49	51	2b
Holiday Express Corp	Emmet	Estherville	\$15,000.00	8/10/1998	21	22	2b
Metal Works Inc	Clay	Spencer	\$4,800.00	8/10/1998	6	6	2a
Outdoor Technologies Group	Dickinson	Spirit Lake	\$25,000.00	8/10/1998	47	53	2b
Grand Total			\$1,183,263.00			2434	2749

Iowa Jobs Training Program 260F Comm. College Business Network Projects

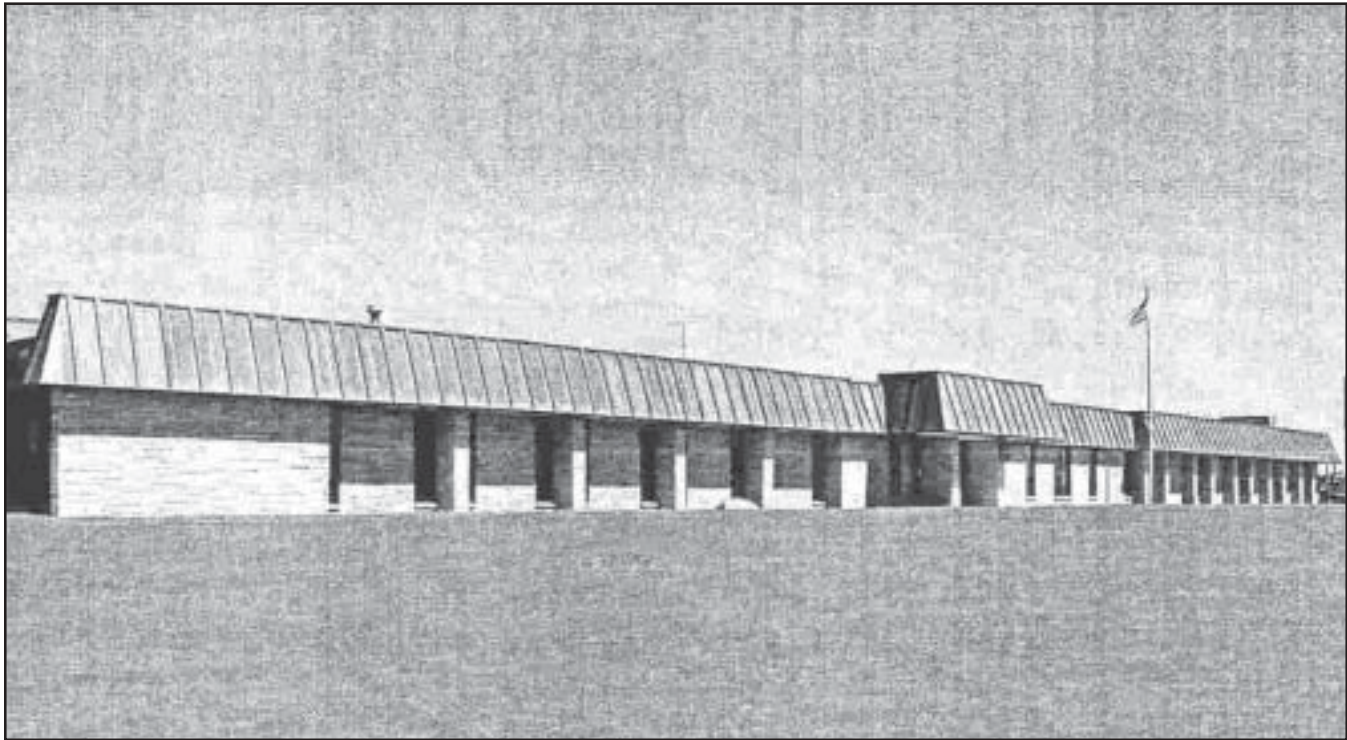
Business	County	Town	Amount Award	Approval Date	# to be Trained	Actual # Trained	Coding Status
Iicc Welding Training Business Network			\$57,200.00	1/10/2003			1b
Polaris Industries	Dickinson	Spirit Lake	\$0.00	1/10/2003	65		1b
Double Hh Mfg/Div. Hope Haven Inc.	Sioux	Rock Valley	\$0.00	1/10/2003	6		1b
Metz Manufacturing	Palo Alto	Emmetsburg	\$0.00	1/10/2003	5		1b
Sudenga Industries, Inc.	Lyon	George	\$0.00	1/10/2003	6		1b
Gkn Armstrong Wheels	Emmet	Armstrong	\$0.00	1/10/2003	60		1b
Iowa Lakes Supervisory/Leadership Training			\$96,208.00	1/19/2000			2b
Eaton Corporation	Clay	Spencer	\$0.00	1/18/2000	93	112	2b
Nolin Milling Inc	Clay	Dickens	\$0.00	1/18/2000	38	41	2b
Northern Iowa Die Casting Inc	Dickinson	Lake Park	\$0.00	1/18/2000	36	39	2b
Dethmers Manufacturing Co	Sioux	Boyden	\$0.00	1/18/2000	156	156	2a
A & I Products	Sioux	Rock Valley	\$0.00	1/18/2000	18	18	2a
Osceola Electric	Osceola	Sibley	\$0.00	1/18/2000	7	7	2a
Grand Total			\$153,408.00		490	373	

1 - Active projects
a - Completed awaiting final reports
b - Ongoing training

2 - Completed projects
a - Obligated number trained
b - Additional numbers trained
c - Completed unutilized funds
- unutilized funds to be returned
* - monies have been returned

3 - Withdrawn/Cancelled projects
a - Monies not drawn
b - Monies drawn have been returned
c - Monies drawn to be returned

4 - Default training completed
Not enough students trained funds yet to be returned



260E Case Study Iowa Lakes Community College Art's Way Manufacturing Company, Inc.

Art's Way Manufacturing Company began as a metal fabricator of farm equipment in 1956. The company produces specialized farm machinery under its own name and also provides private label equipment for other companies. Equipment manufactured as the "Art's-Way" brand includes animal feed processing equipment and related attachments used to mill and mix feeds, high-bulk mixing wagons, mowers, cutters and stalk shredders, sugar beet and potato harvesters, and land management equipment.

Beginning in 1996, and partially due to changes in the agriculture economy, the company implemented an expansion into additional product lines and more opportunities for private label production. With this expansion came a need for increased production efficiencies.

"Lean manufacturing has become an important part of our company's future," indicated company president John Breitung. "Iowa Lakes Community College and the state have been valuable training resources, and the New Jobs Training Program has made a measurable impact with our employees."



Industrial New Jobs Training Program 260E Projects

Business	County	Town	Amount of Award	Approval Date	Planned # of Jobs	Highest # of Jobs
Polaris Industries Inc	Dickinson	Spirit Lake	\$75,000.00	12/1/1999	40	51
Pure Fishing Dba Outdoor Technologies/Berkley & Co	Dickinson	Spirit Lake	\$100,000.00	12/13/1999	50	63
Marketlink Inc	Buena Vista	Storm Lake	\$65,000.00	12/14/1999	40	46
Skyjack Equipment Inc	Cass	Atlantic	\$205,000.00	12/14/1999	50	68
Rosenboom Machine & Tool Inc	Dickinson	Spirit Lake	\$580,000.00	12/15/1999	150	161
Eaton Corporation	Clay	Spencer	\$435,000.00	12/16/1999	80	83
Perry Judds Dba Heartland Press	Clay	Spencer	\$75,000.00	12/18/1999	40	49
Gkn Armstrong Wheels	Emmet	Armstrong	\$120,000.00	12/27/1999	60	71
Eaton Corporation	Clay	Spencer	\$205,000.00	11/1/2000	40	42
Veridian Limited	Clay	Spencer	\$105,000.00	11/1/2000	60	38
Pure Fishing Dba Outdoor Technologies/Berkley & Co	Dickinson	Spirit Lake	\$190,000.00	11/1/2000	100	102
Gkn Armstrong Wheels	Emmet	Armstrong	\$140,000.00	11/1/2000	50	58
Rosenboom Machine & Tool	Obrien	Sheldon	\$215,000.00	11/1/2000	50	55
Institutional Equipment Co	Palo Alto	Emmetsburg	\$75,000.00	11/1/2000	20	43
Pharmacists Mutual Insurance	Kossuth	Algona	\$120,000.00	3/1/2002	25	45
Gkn Armstrong Wheels	Emmet	Armstrong	\$200,000.00	3/15/2002	40	59
Afecco Inc	Kossuth	Algona	\$130,000.00	3/15/2002	25	25
Midwest Grain Processors Coop	Kossuth	Lakota	\$225,000.00	3/15/2002	30	34
Totals For 18 Contracts :			\$3,260,000.00		950	1,093

Area IV
Northwest Iowa Community College

Woody Granbenbauer
Northwest Iowa Community College
603 West Park Street
Sheldon, IA 51201
1.800.352.4907



260F Case Study Northwest Iowa Community College Diamond Vogel Paints

Diamond Vogel Paints has been producing quality finishes for a diverse marketplace since 1926. Andrew Vogel, founder of the company, was a son and grandson of master painters and paint makers in the Netherlands. Andrew immigrated to America in 1913 to try his hand at farming. When successive years of drought prevailed, Andrew turned to his heritage and in 1926 he started making a red barn paint and a white house paint in a one-stall garage in Orange City, Iowa.

Many years and traditions have passed since Diamond Vogel Paints started in 1926. The foundation of quality paint manufacturing spanning five family generations set the cornerstone for the company's current operating philosophy. Currently, 6 coatings manufacturing plants, 13 warehouses, over 80 retail service centers, company-owned transportation and a highly trained sales and service staff transfer that value to a diverse marketplace.

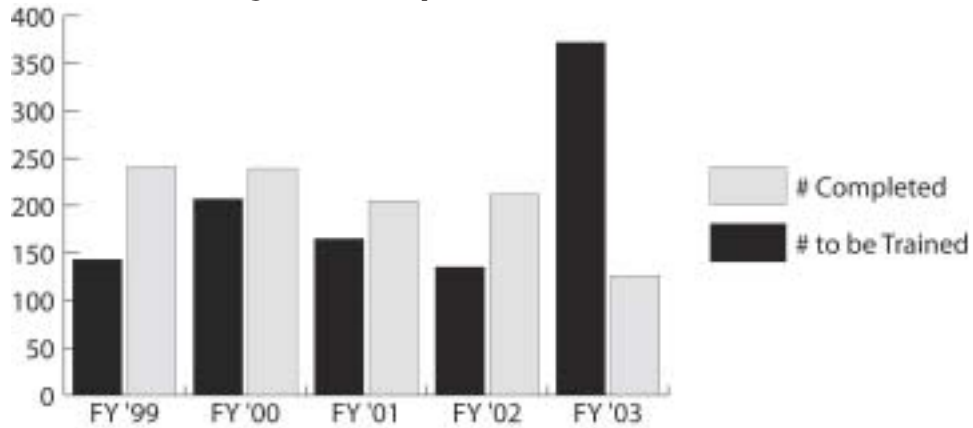
In 2002, a renewed focus was put on the quality development production and the delivery process of liquid and powder coatings. The Orange City operations includes the Corporate Technical Center, which is responsible for corporate research, development, process engineering, manufacturing and distribution of powder and liquid coatings for the architectural, industrial, traffic and specialty coatings markets.

Diamond Vogel made a commitment to work towards ISO 9001:2000 registration, which would cover all aspects of their operations. A 260F grant was obtained from Northwest Iowa Community College. NCC provided quality training for all Orange City Vogel employees. A select group of employees then participated in quality training at NCC, which included a weeklong seminar on the basics of quality. Extensive training has also been provided in-plant on quality, internal auditing, documentation, variation, SPC, and how to achieve better consistency within their Diamond Vogel processes.

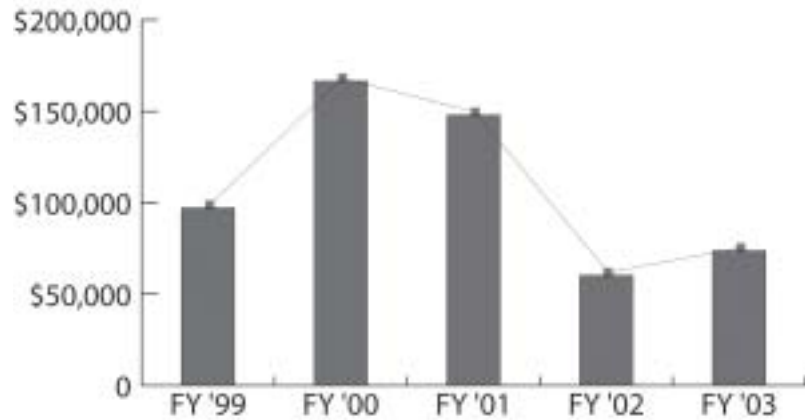
Diamond Vogel's Manufacturing Manager, Scott Heemstra, has stated that the 260F grant has allowed their site to invest in educating their most valuable asset, their people. This investment has started to pay huge dividends through a renewed commitment to the company, increased productivity, reduced scrap and rework, and a much better awareness of how each person contributes to the success of the whole organization.

Iowa Jobs Training Program 260F Northwest Iowa Community College

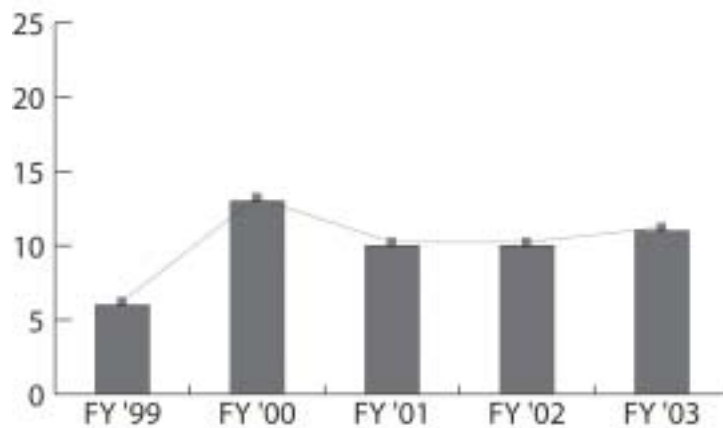
Training #'s/Completion



Amount Awarded



Projects Awarded



Iowa Jobs Training Program 260F Individual Business Projects

Business	County	Town	Amount Award	Approval Date	# to be Trained	Actual # Trained	Coding Status
Trans Ova Genetics	Sioux	Sioux Center	\$4,720.00	6/5/2003	30		1b
Med-Tec Iowa, Inc.	Sioux	Orange City	\$10,116.00	5/5/2003	26		1b
Groschopp, Inc.	Sioux	Sioux Center	\$7,554.00	4/30/2003	46	48	2b
Rock Industries, Inc.	Sioux	Rock Valley	\$6,744.00	4/30/2003	30		1b
Vbs Inc.	Sioux	Sioux Center	\$6,744.00	2/26/2003	9		1b
Harbor Group, Inc.	Sioux	Sioux Center	\$6,755.00	11/3/2002	120		1b
Valley Machining Company	Sioux	Rock Valley	\$4,053.00	11/3/2002	12		1b
Med-Tec, Inc.	Sioux	Orange City	\$6,755.00	10/31/2002	10	12	2b
Total Component Solutions	Sioux	Rock Valley	\$6,755.00	10/31/2002	20	33	2b
Midwest Farmers Cooperative	O'brien	Sheldon	\$6,755.00	10/21/2002	40		
Revival Animal Health	Sioux	Orange City	\$6,755.00	10/15/2002	29	33	2b
Double Hh Mfg/Div Hope Haven Inc	Sioux	Rock Valley	\$4,445.00	5/28/2002	20		1b
Sands Seed Service Inc	Cherokee	Marcus	\$6,755.00	4/2/2002	20		1b
Vbs Inc	Sioux	Sioux Center	\$6,755.00	4/2/2002	10	12	2b
Echo Group Inc	Sioux	Sioux Center	\$6,775.00	3/5/2002	5		1b
Coilcraft	Sioux	Hawarden	\$6,755.00	1/17/2002	18	24	2b
Med Tec Iowa Inc	Sioux	Orange City	\$6,755.00	1/7/2002	18	32	2b
Vande Berg Scales Inc	Sioux	Sioux Center	\$5,404.00	10/9/2001	10	15	2b
Ag Partners Llc	Obrien	Sheldon	\$6,415.00	9/21/2001	12	14	2b
Associated Milk Producers Inc	Obrien	Sanborn	\$3,378.00	9/14/2001	12	84	2b
Harvard Industries	Sioux	Rock Valley	\$6,755.00	9/14/2001	10	31	2b
Siouxland Ophthalmic Laboratories Inc	Sioux	Sheldon	\$13,408.00	4/13/2001	18		1b
A & I Products	Sioux	Rock Valley	\$20,182.00	4/10/2001	30		1b
Grand Laboratories Inc	Lyon	Larchwood	\$14,040.00	3/8/2001	20	56	2b
Marks Lawn Service Inc	Sioux	Granville	\$17,935.00	2/14/2001	6	9	2b
Diversified Technologies Inc	Lyon	George	\$24,987.00	1/3/2001	26	30	2b
Sioux Dairy Equipment Inc	Sioux	Rock Valley	\$11,934.00	1/3/2001	10		1b
Harvard Industries	Sioux	Rock Valley	\$16,234.00	12/13/2000	16	55	2b
Med Tec Iowa Inc	Sioux	Orange City	\$17,726.00	11/28/2000	20	23	2b
Ag Partners Llc	Obrien	Sheldon	\$6,651.00	11/16/2000	10	14	2b
Vande Berg Scales Inc	Sioux	Sioux Center	\$4,825.00	10/27/2000	9	18	2b
Sioux Preme Packing Company	Sioux	Sioux Center	\$21,795.00	5/26/2000	25	25	2a
Data Dimensions Corporation	Obrien	Sheldon	\$3,570.00	5/3/2000	8	14	2b
Jtv Manufacturing Inc	Obrien	Sutherland	\$2,325.00	5/3/2000	2	2	2a
Sioux Automation Center Inc	Sioux	Sioux Center	\$24,415.00	4/14/2000	25		1b
Marks Lawn Service Inc	Sioux	Granville	\$12,380.00	3/15/2000	9	9	2a
Valley Machining	Sioux	Rock Valley	\$24,415.00	3/6/2000	12	17	2b
Grand Laboratories Inc	Lyon	Larchwood	\$10,460.00	2/24/2000	20	23	2b
Lyon Rural Electric Cooperative	Lyon	Rock Rapids	\$11,082.00	1/19/2000	8	12	2b
Motorvation Engineering	Osceola	Sibley	\$3,488.00	1/9/2000	8	11	2b
Med-Tec Inc	Sioux	Orange City	\$16,350.00	1/5/2000	30	30	2a
Coilcraft	Sioux	Hawarden	\$10,460.00	12/22/1999	30	74	2b
Keith M Merrick Co	Osceola	Sibley	\$17,437.00	11/18/1999	20	22	2b
Sioux Dairy Equipment, Inc	Sioux	Rock Valley	\$8,315.00	11/18/1999	10	22	2b
Midwest Farmers Cooperative	O'brien	Sheldon	\$18,275.00	5/5/1999	50	93	2b
Associated Milk Producers Inc	O'brien	Sanborn	\$5,242.00	4/23/1999	12	14	2b
Siouxland Farmers Cooperative	O'brien	Sheldon	\$24,688.00	4/23/1999	35	46	2b
Coilcraft	Sioux	Hawarden	\$21,250.00	4/15/1999	18	20	2b
Med-Tec Inc	Sioux	Orange City	\$15,765.00	11/10/1998	10	50	2b
Farmers Cooperative Exchange	Lyon	Rock Rapids	\$11,910.00	8/10/1998	18	18	2a
Grand Total			\$545,442.00		1022	1045	

1 - Active projects
a - Completed awaiting final reports
b - Ongoing training

2 - Completed projects
a - Obligated number trained
b - Additional numbers trained
c - Completed unutilized funds
- unutilized funds to be returned
* - monies have been returned

3 - Withdrawn/Cancelled projects
a - Monies not drawn
b - Monies drawn have been returned
c - Monies drawn to be returned

4 - Default training completed
Not enough students trained funds yet to be returned

Iowa Jobs Training Program 260F Comm. College Business Network Projects

Business	County	Town	Amount Award	Approval Date	# to be Trained	Actual # Trained	Coding Status
Ncc World Class Manufacturing			\$72,835.00	10/7/2002	377		1b
Rosenboom Machine & Tool, Inc.	O'brien	Sheldon	\$0.00	7/1/2002	150		1b
Diamond Vogel	Sioux	Orange City	\$0.00	7/1/2002	70		1b
Groschopp, Inc.	Sioux	Sioux Center	\$0.00	7/1/2002	76		1b
Art's-Way Manufacturing Company	Emmet	Armstrong	\$0.00	7/1/2002	41		
Northern Iowa Die Casting, Inc.	Dickinson	Lake Park	\$0.00	7/1/2002	40		1b
Ncc Supervisory Employee Training			\$97,277.00	8/30/2001			1b
Groschopp Inc	Sioux	Sioux Center	\$0.00	8/30/2001	62		1b
Maintainer Corporation Of Iowa	Obrien	Sheldon	\$0.00	8/30/2001	43		1b
Polaris Industries Inc	Dickinson	Spirit Lake	\$0.00	8/30/2001	165	178	2b
Diversified Technologies	Lyon	George	\$0.00	8/30/2001	47		1b
Link Manufacturing	Sioux	Sioux Center	\$0.00	8/30/2001	54		1b
Call Concepts Multimedia	Dickinson	Milford	\$0.00	8/30/2001	5	5	2a
Northern Iowa Diecasting Inc	Dickinson	Lake Park	\$0.00	8/30/2001	56	56	2a
Management Supervisory Leadership Skills			\$79,260.00	4/27/2000			
Farmers Cooperative Exchange	Lyon	Rock Rapids	\$0.00	4/27/2000	15	23	2b
Sands Seed Service Inc	Cherokee	Marcus	\$0.00	4/27/2000	15	23	2b
Farmers Cooperative Elevator Company	Palo Alto	Ruthven	\$0.00	4/27/2000	40	56	2b
Cs Agrow Service Company Inc	Obrien	Calumet	\$0.00	4/27/2000	11	24	2b
Farmers Cooperative Elevator Company	Clay	Everly	\$0.00	4/27/2000	55	61	2b
Northwest Iowa Business Network			\$89,729.00	4/23/1999	154		2b
Snap On Tools	Kossuth	Algona	\$0.00	4/23/1999	16	28	2b
Harvard Industries, Kooima Division	Sioux	Rock Valley	\$0.00	4/23/1999	30	37	2b
Valley Machining	Sioux	Rock Valley	\$0.00	4/23/1999	30	34	2b
Pharmacists Mutual Insurance Co	Kossuth	Algona	\$0.00	4/23/1999	12	22	2b
Kooima Company	Sioux	Rock Valley	\$0.00	4/23/1999	10	33	2b
Grand Total			\$339,101.00		1420	734	

1 - Active projects
a - Completed awaiting final reports
b - Ongoing training

2 - Completed projects
a - Obligated number trained
b - Additional numbers trained
c - Completed unutilized funds
- unutilized funds to be returned
* - monies have been returned

3 - Withdrawn/Cancelled projects
a - Monies not drawn
b - Monies drawn have been returned
c - Monies drawn to be returned

4 - Default training completed
Not enough students trained funds yet to be returned



260E Case Study Northwest Iowa Community College Little Sioux Corn Processors

Little Sioux Corn Processors is an ethanol production facility located in Marcus Iowa. The company is majority owned by Iowa farmers and other rural investors. Construction began in November 2001 and the plant became operational in April 2003. Little Sioux employs 31 people from northwest Iowa and has an annual payroll in excess of \$1.4 million dollars. Little Sioux consumes over 15 million bushels of corn annually; that translates into 40 plus million gallons of ethanol and 130,000 tons of dried distillers grains, or it's equivalent, annually. Corn is originated by truck from local producers and elevators.

The 260E grant was utilized to train our employees on safety and plant operations. Our design builder offered an intensive four-week program, which was split between classroom and hands-on training in their Russell, Kansas facility. The funds provided by the grant allowed a startup company like Little Sioux the ability to offer an excellent opportunity for the employees of Little Sioux to learn about ethanol production and gave us the funding to buy the materials required to make the training process possible.

Without the 260E program and NCC, startup companies such as Little Sioux Corn Processors would have the additional financial burden to train employees. The grant allowed Little Sioux to allocate funds to other projects, which made the facility more viable, and enabled its startup to run smoothly. All programs are measured by the impact of the company that received the funding. Little Sioux's success is a direct result of the training opportunity all of us had because of the 260E funding. We are operating approximately 10% over our nameplate capacity and have not had any injuries to date. I think these 2 facts say it all concerning the 260E program and NCC's impact on Northwest Iowa.

Industrial New Jobs Training Program 260E Projects

Business	County	Town	Amount of Award	Approval Date	Planned # of Jobs	Highest # of Jobs
The Conveyor Co Inc	Osceola	Sibley	\$320,000.00	7/10/1998	70	70
Rosenboom Machine And Tool Inc	Sioux	Sheldon	\$385,000.00	7/10/1998	80	80
The Foreign Candy Co Inc	Sioux	Hull	\$275,000.00	6/18/1999	36	36
Advance Brands	Sioux	Orange City	\$535,000.00	6/18/1999	150	150
Med-Tec Iowa Inc	Sioux	Orange City	\$115,000.00	6/18/1999	30	30
Data Dimensions Corp	Sioux	Sheldon	\$10,000.00	6/18/1999	10	10
Link Manufacturing Ltd	Sioux	Sioux Center	\$275,000.00	1/19/2000	50	50
Pella Corp	Sioux	Sioux Center	\$1,220,000.00	2/28/2000	258	258
Hayes Albion Corporation	Sioux	Rock Valley	\$285,000.00	3/5/2000	62	62
Valley Machining Company	Sioux	Rock Valley	\$110,000.00	3/12/2000	25	25
Pella Corp	Sioux	Sioux Center	\$1,225,000.00	6/14/2001	234	234
Siouxland Energy & Livestock Cooperative	Sioux	Sioux Center	\$120,000.00	6/14/2001	19	19
Vet Pharm Inc	Sioux	Sioux Center	\$220,000.00	6/14/2001	21	18
Advance Brands	Sioux	Orange City	\$875,000.00	1/19/2002	174	174
Re-Viv-AI Animal Health Inc	Sioux	Orange City	\$100,000.00	10/15/2002	20	11
Little Sioux Corn Processors Llc	Cherokee	Marcus	\$245,000.00	10/24/2002	34	30
The Harbor Group	Sioux	Sioux Center	\$335,000.00	10/25/2002	45	0
Totals For 17 Contracts :			\$6,650,000.00		1,318	1,257

Area V
Iowa Central Community College

Carolyn Cochran
Iowa Central Community College
330 Avenue M
Fort Dodge, IA 50501
515.576.7201 Ex. 2317



260F Case Study Iowa Central Community College Gold Eagle Coop

Our Company has utilized Iowa Central Community College's training programs including the Iowa Jobs Training Program for more than 10 years and we continue to do so today.

The Iowa Jobs Training Program has allowed us the opportunity to provide training solutions that will keep employee skills updated and consistent to the changes in our industry. The program has made comprehensive training affordable allowing us to remain competitive and grow in North Central Iowa.

The staff at ICCC is always accommodating and consistently goes the extra mile to customize programs for our company or to adjust training schedules so all of our employees can take advantage of the offered training events. Some of the positions within our company require ICCC trainings or evaluations before an employee officially becomes a member of our team.

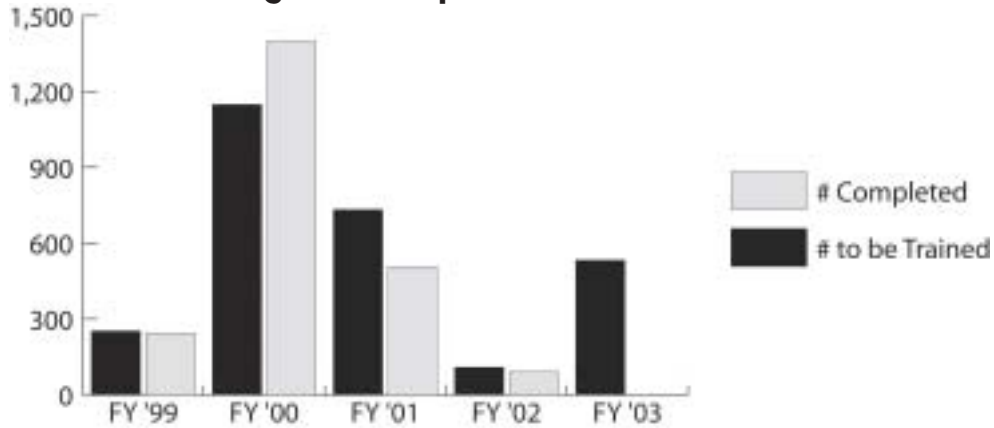
We would strongly recommend and encourage other area business to investigate the many opportunities offered at ICCC so they too, can ultimately strengthen their team.

Brad Davis, General Manager
Gold Eagle Coop
Goldfield, Iowa

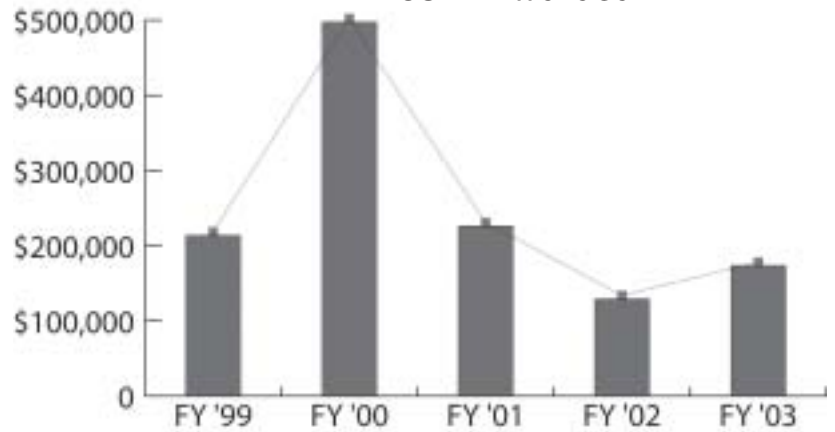


Iowa Jobs Training Program 260F Iowa Central Community College

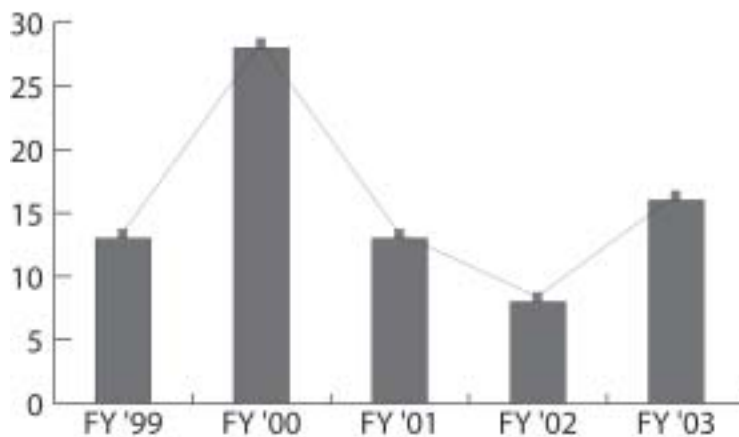
Training #'s/Completion



Amount Awarded



Projects Awarded



Iowa Jobs Training Program 260F Individual Business Projects

Business	County	Town	Amount Award	Approval Date	# to be Trained	Actual # Trained	Coding Status
Sho-Dust Bedding	Hamilton	Randall	\$21,563.00	6/5/2003	7		1b
Gold-Eagle Cooperative	Wright	Goldfield	\$21,562.00	5/5/2003	150		1b
Ag Processing Inc.	Wright	Eagle Grove	\$16,388.00	4/22/2003	35		1b
Syngenta Seeds, Inc.	Greene	Jefferson	\$1,323.00	4/22/2003	12		1b
The Chantland Company	Humboldt	Humboldt	\$15,525.00	4/22/2003	143		1b
Hawkeye Glove Mfg., Inc.	Webster	Fort Dodge	\$7,178.00	3/18/2003	2		1b
Posetech, Division Of Columbus Mckinnon Corp.	Pocahontas	Laurens	\$8,625.00	3/18/2003	20		1b
American Sports International Ltd	Jefferson	Jefferson	\$8,216.00	2/28/2003	14		1b
Fort Dodge Foods	Webster	Fort Dodge	\$4,999.00	2/6/2003	2		1b
Hagie Manufacturing Company	Wright	Clarion	\$4,999.00	1/2/2003	14		1b
Beam Industries	Hamilton	Webster City	\$13,000.00	12/31/2002	12		1b
Dodgen Industries	Iowa	Humboldt	\$9,660.00	12/31/2002	12		1b
Jensen Enterprises Ltd. Ada Jensen Trailers	Humboldt	Humboldt	\$3,000.00	12/5/2002	11		1b
Team Effort Incorporated	Wright	Clarion	\$2,500.00	12/5/2002	14		1b
Hawkeye Leisure Trailers, Ltd.	Humboldt	Humboldt	\$10,000.00	11/18/2002	10		1b
Hy-Capacity Eng. & Mfg. Inc.	Humboldt	Humboldt	\$25,000.00	10/11/2002	75		1b
Bpb Celotex	Webster	Fort Dodge	\$16,883.00	5/28/2002	18		1b
Electrolux Home Products Inc	Hamilton	Webster City	\$25,000.00	5/28/2002	30		1b
Hunter Ross Publications Ltd	Webster	Fort Dodge	\$4,999.00	5/7/2002	4		1b
New Coop/New Feeds Llc	Webster	Fort Dodge	\$25,000.00	5/7/2002	14		1a
Ranco Fertiliservice Inc	Buena Vista	Sioux Rapids	\$7,331.00	5/7/2002	8		1b
Evapco Inc Iowa	Sac	Lake View	\$25,000.00	1/28/2002	10		1a
Buffco Manufacturing	Pocahontas	Laurens	\$4,999.00	1/7/2002	5	5	2a
Corn Melt Power Cooperative	Humboldt	Humboldt	\$19,853.00	1/7/2002	20	86	2b
Team Effort Incorporated	Wright	Clarion	\$4,999.00	5/3/2001	12	14	2b
Arrow Acme Co	Hamilton	Webster City	\$25,000.00	5/2/2001	18		1b
West Central Cooperative	Carroll	Ralston	\$25,000.00	5/2/2001	180		1b
Smithway Motor Express Inc	Webster	Fort Dodge	\$25,000.00	4/13/2001	72		1a
C & S Products Co Inc	Webster	Fort Dodge	\$25,000.00	4/4/2001	45	67	2b
United States Gypsum Company	Webster	Fort Dodge	\$25,000.00	3/23/2001	50		1a
Gull Wing Industries Inc	Buena Vista	Alta	\$8,625.00	3/13/2001	7	14	2b
Gold Eagle Cooperative	Wright	Goldfield	\$15,000.00	3/9/2001	19	35	2b
Farmers Cooperative Co	Calhoun	Farnhamville	\$25,000.00	3/7/2001	150	150	2a
Heartland Communications Group Inc	Webster	Fort Dodge	\$4,999.00	2/28/2001	20	20	2a
Scranton Manufacturing	Greene	Scranton	\$14,231.00	2/21/2001	50	69	1a
Don's Farm Supply	Buena Vista	Newell	\$11,500.00	12/6/2000	10	12	2b
Celotex Corporation	Webster	Fort Dodge	\$16,664.00	7/26/2000	100	126	2b
Beam Industries	Hamilton	Webster City	\$25,000.00	6/14/2000	12	17	2b
Bil Mar Foods	Buena Vista	Storm Lake	\$25,000.00	5/9/2000	26	28	2b
Georgia Pacific Corp Gypsum Div	Webster	Fort Dodge	\$25,000.00	5/9/2000	7		1a
Fisher Hydraulics Inc	Pocahontas	Laurens	\$25,000.00	5/4/2000	8		1a
Fleming Millwright	Hamilton	Webster City	\$11,555.00	4/26/2000	6		1a
Hagie Manufacturing Company	Wright	Clarion	\$25,000.00	4/24/2000	20	20	2a
Fletcher Wood Products	Webster	Fort Dodge	\$4,999.00	4/17/2000	7	7	2a
Mertz Engineering	Hamilton	Webster City	\$5,530.00	4/17/2000	4	4	2a
Smithway Motor Xpress Inc	Webster	Fort Dodge	\$25,000.00	4/16/2000	190	295	2b
Hawkeye Leisure Trailers Ltd	Humboldt	Humboldt	\$12,938.00	4/14/2000	12	71	2b
Heartland Communications Group Inc	Webster	Fort Dodge	\$7,702.00	4/14/2000	5	5	2a
Land O Lakes Inc	Webster	Fort Dodge	\$25,000.00	4/14/2000	300	300	2a
Ag Partners Llc	Buena Vista	Albert City	\$25,000.00	4/13/2000	145	145	2a
Bobalee Hydraulics	Pocahontas	Laurens	\$9,914.00	4/7/2000	113	113	2a

1 - Active projects
a - Completed awaiting final reports
b - Ongoing training

2 - Completed projects
a - Obligated number trained
b - Additional numbers trained
c - Completed unutilized funds
- unutilized funds to be returned
* - monies have been returned

3 - Withdrawn/Cancelled projects
a - Monies not drawn
b - Monies drawn have been returned
c - Monies drawn to be returned

4 - Default training completed
Not enough students trained funds yet to be returned

Business	County	Town	Amount Award	Approval Date	# to be Trained	Actual # Trained	Coding Status
Bodholdt Brothers	Buena Vista	Storm Lake	\$3,450.00	4/6/2000	5	9	2b
Stock Popcorn Company	Sac	Lake View	\$2,875.00	3/2/2000	2	2	2a
United States Gypsum Company	Webster	Fort Dodge	\$25,000.00	12/21/1999	50	50	2a
Team Effort Incorporated	Wright	Clarion	\$4,999.00	11/9/1999	8	8	2a
Control Systems Specialist	Buena Vista	Alta	\$12,679.00	11/8/1999	3	3	2a
Gold Eagle Cooperative	Wright	Goldfield	\$21,929.00	11/8/1999	40	40	2a
Merial Limited	Webster	Fort Dodge	\$25,000.00	11/8/1999	50	74	2b
Van Diest Supply Company	Hamilton	Webster City	\$25,000.00	11/8/1999	15	30	2b
Silgan Containers Mfg Corp	Webster	Fort Dodge	\$25,000.00	8/20/1999	6	20	2b
Beam Industries	Hamilton	Webster City	\$25,000.00	8/13/1999	40	83	2b
Hagie Mfg Co	Wright	Clarion	\$25,000.00	8/13/1999	50	50	2a
Siefer Consultants Inc	Buena Vista	Storm Lake	\$25,000.00	8/13/1999	12	12	2a
Mangold Environmental Testing Inc	Buena Vista	Storm Lake	\$4,621.00	8/10/1999	3	3	2a
Celotex Corp	Webster	Fort Dodge	\$19,122.00	7/22/1999	10	10	2a
Gull Wing Industries Inc	Buena Vista	Alta	\$4,600.00	5/5/1999	8	8	2a
Heartland Communications Group Inc	Webster	Fort Dodge	\$1,500.00	5/5/1999	3	3	2a
Mills Financial Marketing	Buena Vista	Storm Lake	\$21,391.00	4/23/1999	9	12	2b
American Meat Protein Corp	Sac	Lytton	\$16,733.00	4/15/1999	3	11	2b
Dobson Pipe Organ Builders Ltd	Calhoun	Lake City	\$11,437.00	4/15/1999	1	1	2a
Georgia Pacific Corp Gypsum Div	Webster	Fort Dodge	\$25,000.00	3/31/1999	10		1a
West Central Cooperative	Boone	Boxholm	\$4,999.00	3/31/1999	3	3	2a
Ag Processing Inc	Wright	Eagle Grove	\$24,187.00	1/29/1999	40	43	2b
Farmland Industries	Webster	Fort Dodge	\$25,000.00	11/18/1998	30	12	2c1
Frigidaire Co Laundry Products Div	Hamilton	Webster City	\$25,000.00	11/18/1998	10	15	2b
Merial Limited	Webster	Fort Dodge	\$25,000.00	11/18/1998	100	100	2a
Umthun Trucking Co	Wright	Eagle Grove	\$23,906.00	11/18/1998	30	32	2b
Jensen Enterprises Ltd Ada Jensen Trailers	Humboldt	Humboldt	\$4,738.00	8/10/1998	5	5	2a
Grand Total			\$1,239,425.00		2776	2242	

Iowa Jobs Training Program 260F Comm. College Business Network Projects

Business	County	Town	Amount Award	Approval Date	# to be Trained	Actual # Trained	Coding Status
Iccc Agribusinesses Business Network			\$75,000.00	3/11/2003	230		1b
New Coop., Inc.	Webster	Fort Dodge	\$0.00	3/11/2003	20		1b
United Cooperative	Webster	Webster City	\$0.00	3/11/2003	10		1b
Farmers Cooperative Co.	Calhoun	Farnhamville	\$0.00	3/11/2003	50		1b
Gold Eagle Cooperative	Wright	Goldfield	\$0.00	3/11/2003	20		1b
Ag Processing, Inc.	Wright	Eagle Grove	\$0.00	3/11/2003	40		1b
West Central Cooperative	Carroll	Ralston	\$0.00	3/11/2003	50		1b
Staline Cooperative	Kossuth	Burt	\$0.00	3/11/2003	40		1b
Prairie Land Cooperative	Harding	Hubbard	\$0.00	3/11/2003	16		1b
Iowa Central Construction Business Network			\$83,017.00	5/18/2000	78		2a
Rh Grabau Const Inc	Boone	Boone	\$0.00	5/18/2000	4	4	2a
Kolacia Const Inc	Webster	Fort Dodge	\$0.00	5/18/2000	5	5	2a
Peterson Construction	Hamilton	Webster City	\$0.00	5/18/2000	2		2a
Sande Construction	Humboldt	Humboldt	\$0.00	5/18/2000	6		2a
Story Construction	Ames	Ames	\$0.00	5/18/2000	30		2a
Woodruff Construction	Webster	Fort Dodge	\$0.00	5/18/2000	31		2a
North Central Iowa Agribusinesses			\$88,234.00	1/18/2000			1a
New Cooperative Inc	Webster	Fort Dodge	\$0.00	1/19/2000	50		1a

1 - Active projects
a - Completed awaiting final reports
b - Ongoing training

2 - Completed projects
a - Obligated number trained
b - Additional numbers trained
c - Completed unutilized funds
- unutilized funds to be returned
* - monies have been returned

3 - Withdrawn/Cancelled projects
a - Monies not drawn
b - Monies drawn have been returned
c - Monies drawn to be returned

4 - Default training completed
Not enough students trained funds yet to be returned

Iowa Jobs Training Program 260F Comm. College Business Network Projects

Business	County	Town	Amount Award	Approval Date	# to be Trained	Actual # Trained	Coding Status
Farmers Cooperative Company	Calhoun	Farnhamville	\$0.00	1/19/2000	50		1a
West Central Cooperative	Carroll	Ralston	\$0.00	1/19/2000	50		1a
Gold Eagle Cooperative	Wright	Goldfield	\$0.00	1/19/2000	50		1a
Ag Processing Inc	Wright	Eagle Grove	\$0.00	1/19/2000	50		1a
Grand Total			\$246,251.00		804	87	

Iowa Jobs Training Program 260F Community College Consortium Projects

Business	County	Town	Amount Award	Approval Date	# to be Trained	Actual # Trained	Coding Status
Iccc Webster City Consortium			\$25,000.00	4/30/2003	50		1b
Van Diest Supply Company	Hamilton	Webster City	\$0.00	4/30/2003	7		1b
Seneca Foundry Inc.	Hamilton	Webster City	\$0.00	4/30/2003	7		1b
Webster City Custom Meats, Inc.	Hamilton	Webster City	\$0.00	4/30/2003	7		1b
Vantec, Inc.	Hamilton	Webster City	\$0.00	4/30/2003	6		1b
Beam Industries	Hamilton	Webster City	\$0.00	4/30/2003	6		1b
Arrow Acme Inc. 4	Hamilton	Webster City	\$0.00	4/30/2003	6		1b
Heller's Carbonic West	Hamilton	Webster City	\$0.00	4/30/2003	5		1b
Eagle Manufacturing, Inc.	Hamilton	Webster City	\$0.00	4/30/2003	6		1b
Webster City Consortium			\$40,538.00	5/9/2000	44	54	2b
Arrow Acme	Hamilton	Webster City	\$0.00	5/9/2000	2	2	2b
Beam Industries	Hamilton	Webster City	\$0.00	5/9/2000	2	2	2b
Frigidaire	Hamilton	Webster City	\$0.00	5/9/2000	15	15	2b
Hellers Carbonic	Hamilton	Webster City	\$0.00	5/9/2000	6	6	2b
Seneca Foundry Inc	Hamilton	Webster City	\$0.00	5/9/2000	4	4	2b
Tasler	Hamilton	Webster City	\$0.00	5/9/2000	15	15	2b
Grand Total			\$65,538.00		188	98	

1 - Active projects
a - Completed awaiting final reports
b - Ongoing training

2 - Completed projects
a - Obligated number trained
b - Additional numbers trained
c - Completed unutilized funds
- unutilized funds to be returned
* - monies have been returned

3 - Withdrawn/Cancelled projects
a - Monies not drawn
b - Monies drawn have been returned
c - Monies drawn to be returned

4 - Default training completed
Not enough students trained funds yet to be returned



260E Case Study Iowa Central Community College Decker Companies

The Decker Companies (Decker Truck Line, Inc. and Transport Loading Services, Inc) are pleased to submit this letter in support of Iowa Central Community College and the Iowa New Jobs Training Program.

Our business changes very rapidly. For us to meet many customer-specific needs, our training needs to be just as specific, and can also change frequently.

Training was made possible through the Iowa New Jobs Training Program as a result of expanding our businesses. The creation of new jobs resulted in the need for a wide variety of training and employee development.

We have enjoyed a very unique relationship with ICCC over the years, particularly in the area of truck driving training. Our involvement with the program has ranged from course curriculum development, providing equipment, ICCC instructors providing on-the-job training and hiring graduates of the ICCC truck driving program.

Training accomplishments would not have been possible without the existence of the Iowa New Jobs Training Program as administered by Iowa Central Community College. We are proud to have ICCC as one of our partners and we look forward to our continued working relationship.

Jim Wilkins, CDS Vice President
Safety and Human Resources
Fort Dodge, Iowa



Industrial New Jobs Training Program 260E Projects

Business	County	Town	Amount of Award	Approval Date	Planned # of Jobs	Highest # of Jobs
Ibp Inc	Pottawattamie	Council Bluffs	\$225,000.00	2/16/1999	46	46
Fort Dodge Laboratories	Webster	Fort Dodge	\$1,075,000.00	2/16/1999	148	148
American Sports International, Inc.	Greene	Jefferson	\$355,000.00	11/28/1999	46	46
American Sports International Ltd	Greene	Jefferson	\$355,000.00	11/7/2000	46	—
Parker Industries Inc	Greene	Jefferson	\$245,000.00	11/7/2000	33	33
Frigidaire Co	Hamilton	Webster City	\$1,755,000.00	11/7/2000	300	300
Frigidaire Co	Hamilton	Webster City	\$895,000.00	11/7/2000	200	200
Certified Transmission Rebuilders Inc	Webster	Fort Dodge	\$230,000.00	11/7/2000	41	41
Silgan Containers Manufacturing Corp	Webster	Fort Dodge	\$100,000.00	11/7/2000	12	12
Evapco Inc	Sac	Lake View	\$220,000.00	11/17/2000	38	33
Rembrandt Enterprise	Buena Vista	Rembrandt	\$360,000.00	4/15/2002	54	54
Friesen Of Iowa Inc	Buena Vista	Storm Lake	\$105,000.00	4/15/2002	53	53
Pengo Corporation	Pocahontas	Laurens	\$220,000.00	4/15/2002	53	53
Evapco Inc	Sac	Lake View	\$90,000.00	4/15/2002	35	35
American Home Products Inc	Webster	Fort Dodge	\$730,000.00	4/15/2002	100	100
Phoenix Scientific Inc	Webster	Fort Dodge	\$165,000.00	4/15/2002	25	25
The Gator Center	Webster	Fort Dodge	\$80,000.00	4/15/2002	18	18
Scranton Manufacturing	Greene	Scranton	\$110,000.00	6/13/2002	20	20
Scranton Manufacturing	Greene	Scranton	\$110,000.00	7/5/2002	20	0
Decker Truck Line Inc	Webster	Fort Dodge	\$1,360,000.00	5/22/2003	143	0
Silgan Containers Corp	Webster	Fort Dodge	\$295,000.00	5/22/2003	32	0
Marketlink Inc	Buena Vista	Storm Lake	\$125,000.00	5/24/2003	55	0
Totals For 22 Contracts :			\$9,205,000.00		1,518	1,217

Area VI
Iowa Valley Community College

Jacque Brandt
Iowa Valley Community College
3702 South Center Street
Marshalltown, IA 50158
1.800.284.4823



260F Case Study Iowa Valley Community College Cessford Construction Company

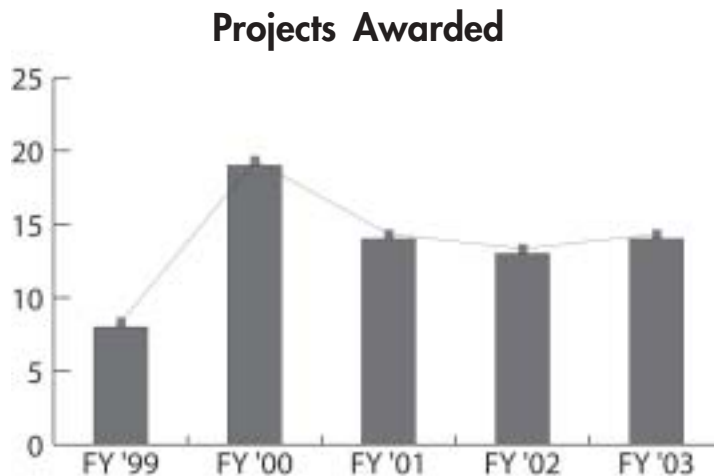
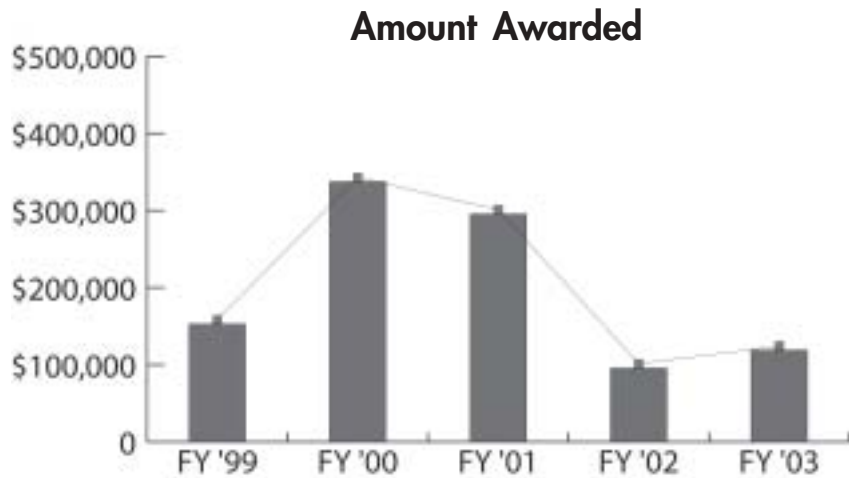
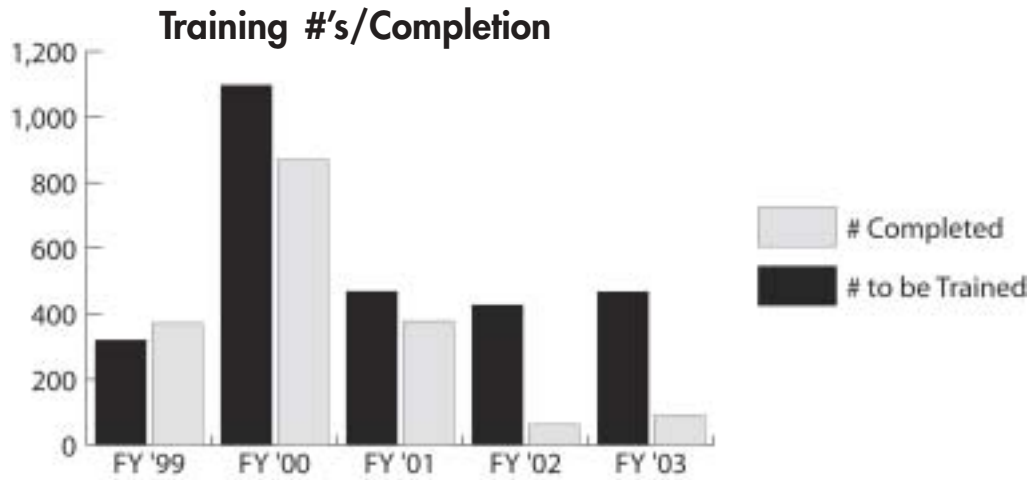
Cessford Construction Company, a LeGrand, Iowa based company has been doing business in Iowa for over forty years. Cessford, employing over 200 employees, produces hot mix asphalt for paving highways, streets, parking lots and other similar uses. In addition, Cessford Construction Company mines and processes construction aggregates from its limestone quarries and sand/gravel pits in LeGrand and southeast Iowa. These products are used in projects such as road construction, paving, home building, etc.

Most of the work Cessford performs is awarded by or through the Iowa Department of Transportation. During the past two years, the bidding process has been converted from a "pencil and paper" process to a web-based/technology-driven process. Due to the competitive nature of this bidding process, the company determined it could only continue to be competitive if their employees became more proficient on computers.

Cessford partnered with Iowa Valley Community College District to provide computer training for managers and supervisors involved in the bidding process. Cessford was awarded \$4,999 from the Iowa Jobs Training Program to help off-set the expenses incurred for the training project. As a result of this training, Cessford was able to remain competitive and retain all their employees during the 2003 construction season.

Cessford Construction Company, with the assistance of Iowa Valley Community College District and the Iowa Jobs Training Program, was able to provide excellent training to their employees and anticipates developing additional training to improve interpersonal skills and specific job-related skills. Cessford appreciates the education and support they receive from Iowa Valley Community College District.

Iowa Jobs Training Program 260F Iowa Valley Community College



Iowa Jobs Training Program 260F Individual Business Projects

Business	County	Town	Amount Award	Approval Date	# to be Trained	Actual # Trained	Coding Status
Bdl Excavating	Marshall	Marshalltown	\$13,660.00	4/22/2003	15		1b
Grinnell Mutual Reinsurance Company	Poweshiek	Grinnell	\$12,836.00	4/22/2003	225		1b
Sutherland Companies	Poweshiek	Montezuma	\$4,950.00	4/22/2003	15		1b
United Suppliers, Inc.	Hardin	Eldora	\$15,200.00	4/22/2003	60		1b
Cessford Construction Company	Marshall	Legrand	\$4,999.00	4/21/2003	20	23	2b
Creative Composites, Ltd.	Poweshiek	Brooklyn	\$4,999.00	4/21/2003	4		1b
Poe Construction & Manufacturing Inc.	Poweshiek	Montezuma	\$4,999.00	4/1/2003	10		1b
Shi R2 Solutions, Inc.	Marshall	Marshalltown	\$4,999.00	3/31/2003	13		1b
Lennox Manufacturing Inc.	Marshall	Marshalltown	\$13,118.00	3/21/2003	25	41	2b
Sig Manufacturing Co., Inc.	Poweshiek	Montezuma	\$4,600.00	3/18/2003	10		1b
Marshalltown Trowel Company	Marshall	Marshalltown	\$4,999.00	1/23/2003	20	20	2a
Cooper Manufacturing Company	Marshall	Marshalltown	\$9,487.00	12/5/2002	10		1b
Modulex Us Manufacturing	Poweshiek	Grinnell	\$4,855.00	11/18/2002	5	7	2b
Fisher Controls International, Inc.	Marshall	Marshalltown	\$15,000.00	10/31/2002	35		1b
Brownells	Poweshiek	Montezuma	\$4,999.00	5/22/2002	10		1b
Cmc Steel Fabricators Inc DbA Smi Joist	Hardin	Iowa Falls	\$13,500.00	5/22/2002	120		1b
Diomatic Inc/Montezuma Mfg	Poweshiek	Montezuma	\$4,975.00	5/22/2002	10	13	2b
Donaldson Company Inc	Poweshiek	Grinnell	\$13,250.00	5/22/2002	120		1b
Modulex Us Manufacturing Llc	Poweshiek	Grinnell	\$4,945.00	5/22/2002	3	4	2b
Mycogen Seeds	Marshall	Marshalltown	\$4,835.00	5/22/2002	10		1b
Metal Tech Industries Inc	Hardin	Iowa Falls	\$4,830.00	4/18/2002	10	10	2a
Berry Iowa Corporation	Hardin	Iowa Falls	\$8,625.00	4/2/2002	70		1b
Fisher Controls Intl Inc	Marshall	Marshalltown	\$4,945.00	3/16/2002	20		1b
Wenco Of Iowa	Poweshiek	Grinnell	\$9,269.00	2/9/2002	15	15	2a
Brownells	Poweshiek	Montezuma	\$11,300.00	2/6/2002	10		1b
D & B Agro Systems Ltd	Hardin	Hubbard	\$4,999.00	2/6/2002	9		1b
Poe Construction & Manufacturing Inc	Poweshiek	Montezuma	\$4,945.00	9/27/2001	20	20	2a
Central Counties Cooperative	Grundy	Reinbeck	\$25,000.00	5/23/2001	82	82	2a
Mid Iowa Cooperative	Grundy	Beaman	\$25,000.00	5/23/2001	60	80	2b
Heartland Pork Enterprises	Hardin	Alden	\$25,000.00	5/12/2001	25		1b
Brownells	Poweshiek	Montezuma	\$25,000.00	5/8/2001	20	40	2b
Cooper Manufacturing Co	Marshall	Marshalltown	\$25,000.00	5/3/2001	20	20	2a
Iowa Telecommunications Services Inc	Poweshiek	Grinnell	\$25,000.00	5/3/2001	40		1b
Swift & Company	Marshall	Marshalltown	\$25,000.00	5/3/2001	20	20	2a
Poe Construction & Manufacturing Inc	Poweshiek	Montezuma	\$4,887.00	4/27/2001	23	23	2a
Prairie Land Cooperative	Hardin	Hubbard	\$25,000.00	4/24/2001	60		1b
Midwest Harvest Corporation	Poweshiek	Grinnell	\$25,000.00	2/16/2001	5		1b
Whink Products Company	Hardin	Eldora	\$4,999.00	11/16/2000	15	15	2a
Plastic Recycling Of Iowa Falls Inc	Hardin	Iowa Falls	\$25,000.00	10/5/2000	20	20	2a
Fisher Controls Intl Inc	Marshall	Marshalltown	\$10,294.00	9/7/2000	50	50	2a
Mid Iowa Cooperative	Grundy	Beaman	\$25,000.00	7/6/2000	28	28	2a
United Suppliers	Hardin	Eldora	\$25,000.00	5/16/2000	45	105	2b
Berry Iowa Corporation	Hardin	Iowa Falls	\$25,000.00	5/12/2000	60	70	2b
Dayco Products Inc	Hardin	Eldora	\$17,250.00	5/9/2000	175		3a
Doorcraft Of Iowa	Poweshiek	Grinnell	\$25,000.00	5/5/2000	85		1b
Brownells	Poweshiek	Montezuma	\$4,999.00	5/2/2000	30	30	2a
Lennox Manufacturing Inc	Marshall	Marshalltown	\$25,000.00	5/2/2000	75	75	2a
Riverside Book And Bible House Inc	Hardin	Iowa Falls	\$25,000.00	5/2/2000	25		1b
Asi Sign Systems	Poweshiek	Grinnell	\$25,000.00	1/25/2000	50	50	2a
Heartland Pork Enterprises Inc	Hardin	Alden	\$25,000.00	1/14/2000	60	60	2a

1 - Active projects
a - Completed awaiting final reports
b - Ongoing training

2 - Completed projects
a - Obligated number trained
b - Additional numbers trained
c - Completed unutilized funds
- unutilized funds to be returned
* - monies have been returned

3 - Withdrawn/Cancelled projects
a - Monies not drawn
b - Monies drawn have been returned
c - Monies drawn to be returned

4 - Default training completed
Not enough students trained funds yet to be returned

Business	County	Town	Amount Award	Approval Date	# to be Trained	Actual # Trained	Coding Status
Midland Transportation	Marshall	Marshalltown	\$4,999.00	1/9/2000	6		3b
Handy Industries	Marshall	Marshalltown	\$25,000.00	12/21/1999	50	4	3b2
Engineered Plastic Components Inc	Poweshiek	Grinnell	\$25,000.00	12/2/1999	7	7	2a
Eldora Plastics Inc	Hardin	Eldora	\$4,999.00	11/18/1999	5	5	2a
Grinnell Mutual Reinsurance Company	Poweshiek	Grinnell	\$25,000.00	11/18/1999	344	356	2b
Plastic Recycling Of Iowa Falls Inc	Hardin	Iowa Falls	\$4,999.00	11/18/1999	5	5	2a
Ritchie Industries Inc	Grundy	Conrad	\$4,999.00	11/18/1999	10	19	2b
Ritchie Industries, Inc	Grundy	Conrad	\$4,999.00	11/18/1999	10	28	2b
Fisher Controls International Inc	Marshall	Marshalltown	\$14,706.00	7/29/1999	40	40	2c2
Kiowa Corp	Marshall	Marshalltown	\$25,000.00	7/28/1999	15	15	2a
Capital Electronics Inc	Franklin	Ackley	\$25,000.00	4/19/1999	15	15	2a
Times Citizen Communication	Hardin	Iowa Falls	\$4,999.00	4/15/1999	4	5	2b
Kiowa Corp	Marshall	Marshalltown	\$25,000.00	1/25/1999	20	20	2a
United Suppliers	Hardin	Eldora	\$25,000.00	1/25/1999	60	60	2a
Cooper Manufacturing Inc	Marshall	Marshalltown	\$19,324.00	11/18/1998	40	40	2a
Fisher Controls International Inc	Marshall	Marshalltown	\$25,000.00	11/18/1998	16	16	2a
Cooper Mfg Co	Marshall	Marshalltown	\$3,318.00	9/23/1998	5	7	2c2
Grinnell Mutual Reinsurance Co	Poweshiek	Grinnell	\$25,000.00	8/10/1998	160	208	2b
Grand Total			\$998,889.00		2779	1771	

Iowa Jobs Training Program 260F Community College Consortium Projects

Business	County	Town	Amount Award	Approval Date	# to be Trained	Actual # Trained	Coding Status
Ivcc Iso 9000 Consortium			\$25,000.00	5/7/2003	140		1b
Central Counties Cooperative	Grundy	Reinbeck	\$0.00	5/7/2003	80		1b
Mid-Iowa Cooperative	Grundy	Beaman	\$0.00	5/7/2003	60		1b
Ivcc Customer Service Consortium			\$18,755.00	2/21/2003	10	32	2b
Brownells	Poweshiek	Montezuma	\$0.00	2/21/2003	5	30	2b
Access Direct	Marshall	Marshalltown	\$0.00	2/21/2003	5	2	2b
Ivcc Training Institute Consortium			\$16,170.00	1/23/2003	17	17	2a
Brownells	Poweshiek	Montezuma	\$0.00	1/23/2003	10	11	2b
Grinnell Mutual Reinsurance	Poweshiek	Grinnell	\$0.00	1/23/2003	2	2	2a
Donaldson Company	Poweshiek	Grinnell	\$0.00	1/23/2003	2	1	2c
Montezuma Manufacturing	Poweshiek	Montezuma	\$0.00	1/23/2003	3	3	2a
Ivcc Lean Mfg Training			\$4,945.00	5/22/2002			1b
Modulex Us Manufacturing	Poweshiek	Grinnell	\$0.00	5/22/2002	2		1b
Asi Sign Systems	Poweshiek	Grinnell	\$0.00	5/22/2002	4		1b
Donaldson Company	Poweshiek	Grinnell	\$0.00	5/22/2002	30		1b
Ivcc Microsoft Training			\$4,999.00	5/22/2002	21		2a
Metal Tech Industries Inc	Hardin	Iowa Falls	\$0.00	5/22/2002	6	6	2a
Berry Iowa Corporation	Hardin	Iowa Falls	\$0.00	5/22/2002	15	15	2a
Ivcc Frontline Supervisors Phase II Consortium			\$4,370.00	5/9/2002			1b
Marshalltown Trowel Company	Marshall	Marshalltown	\$0.00	5/9/2002	10		1b
Cooper Manufacturing	Marshall	Marshalltown	\$0.00	5/9/2002	10		1b
Ivcc Leadership Development Consortium			\$4,370.00	11/14/2001	20	20	2a
Marshalltown Trowel Company	Marshall	Marshalltown	\$0.00	11/14/2001	10	10	2a
Cooper Manufacturing	Marshall	Marshalltown	\$0.00	11/14/2001	10	10	2a
Montezuma Consortium			\$4,999.00	10/13/2000	35	35	2a
Brownells	Poweshiek	Montezuma	\$0.00	10/13/2000	25	25	2a
Poe Construction And Manufacturing Inc	Poweshiek	Montezuma	\$0.00	10/13/2000	10	10	2a
Gervich & Riverside Consortium			\$15,525.00	5/16/2000	10	10	2a
Gervich & Sons Inc	Marshall	Marshalltown	\$0.00	5/16/2000	5	5	2a
Riverside Distributors Inc	Hardin	Iowa Falls	\$0.00	5/16/2000	5	5	2a
Ia Valley Community College Consortium			\$25,000.00	2/10/2000	25	25	2a

1 - Active projects
a - Completed awaiting final reports
b - Ongoing training

2 - Completed projects
a - Obligated number trained
b - Additional numbers trained
c - Completed unutilized funds
- unutilized funds to be returned
* - monies have been returned

3 - Withdrawn/Cancelled projects
a - Monies not drawn
b - Monies drawn have been returned
c - Monies drawn to be returned

4 - Default training completed
Not enough students trained funds yet to be returned

Iowa Jobs Training Program 260F Community College Consortium Projects

Business	County	Town	Amount Award	Approval Date	# to be Trained	Actual # Trained	Coding Status
Dayco Products Inc	Hardin	Eldora	\$0.00	2/10/2000	5	5	2a
Lennox Manufacturing Inc	Marshall	Marshalltown	\$0.00	2/10/2000	5	5	2a
Fisher Controls International Inc	Marshall	Marshalltown	\$0.00	2/10/2000	5	5	2a
Cooper Manufacturing	Marshall	Marshalltown	\$0.00	2/10/2000	5	5	2a
Kiowa Corporation	Marshall	Marshalltown	\$0.00	2/10/2000	5	5	2a
Eldora Leadership Training Consortium	Hardin	Eldora	\$4,999.00	4/26/1999	19	12	2c2
Dodger Industries Inc	Hardin	Eldora	\$0.00	4/26/1999	3	3	2a
Eldora Plastics Inc	Hardin	Eldora	\$0.00	4/26/1999	1	4	2b
United Suppliers	Hardin	Eldora	\$0.00	4/26/1999	3	5	2b
Dayco Products Inc	Hardin	Eldora	\$4,999.00	4/26/1999	5	5	2a
Dodger Industries Inc	Hardin	Eldora	\$0.00	4/26/1999	3	3	2a
Eldora Plastics Inc	Hardin	Eldora	\$0.00	4/26/1999	1	9	2b
United Suppliers	Hardin	Eldora	\$0.00	4/26/1999	10	10	2a
Grand Total			\$134,131.00		636	371	

1 - Active projects
a - Completed awaiting final reports
b - Ongoing training

2 - Completed projects
a - Obligated number trained
b - Additional numbers trained
c - Completed unutilized funds
- unutilized funds to be returned
* - monies have been returned

3 - Withdrawn/Cancelled projects
a - Monies not drawn
b - Monies drawn have been returned
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4 - Default training completed
Not enough students trained funds yet to be returned

260E Case Study

Iowa Valley Community College

Fakespace Systems

Fakespace Systems designs and manufactures advanced interactive visualization systems and integrates complete enterprise-wide solutions. Interactive visualization improves collaboration, discovery and learning for applications in automotive, aerospace, biotechnology, education, federal government, geophysical exploration, manufacturing, scientific research, and virtual prototyping. Fakespace Systems is headquartered in Marshalltown, Iowa, USA, and has global office locations in Canada, France, Germany and the United Kingdom. Fakespace Systems employs over 90 people worldwide.

Fakespace's broad, award-winning product line includes the world's first spatially immersive solution – the CAVE®; the world's first re-configurable systems – the FLEXTM; and reFLEX™; the world's leading suite of curved-screen solutions – the CURV™; the highly popular PowerWall™ series, the office-scale ImmersaDesk® line, and the ultraportable dStation® and ROVR® solutions. Customers use these systems for a variety of time and cost-saving applications, such as manipulating life-size 3D prototypes of new vehicle designs and exploring 3D models of underground oil reserves while planning drilling paths.

Many of the world's finest organizations employ Fakespace's engineering consulting services to determine and implement the best visualization solution for their unique needs. The caliber of our clientele speaks for itself – customers include Boeing, NASA, Ford Motor Company, General Motors, Exxon Mobil, Conoco Phillips, BP, John Deere, Procter & Gamble and Los Alamos National Laboratory.

In 2000, the Iowa New Jobs Training Program (260E) awarded MechDyne \$60,000 to assist in training 8 employees. In 2003, Mechdyne merged with Fakespace Systems increasing their workforce by 19. As a result, the Iowa New Jobs Training Program awarded them an additional \$200,000 for training.

Fakespace Systems has partnered with Iowa Valley Community College District to develop curriculum focused on 3-D Imaging and Graphic Design to help prepare our students for employment at their facility. The employees of Fakespace Systems must have the ability to operate highly technical equipment. The partnership between Iowa Valley and Fakespace Systems will continue to be a valuable asset to the economy of Marshalltown and the surrounding communities.

Industrial New Jobs Training Program 260E Projects

Business	County	Town	Amount of Award	Approval Date	Planned # of Jobs	Highest # of Jobs
Hawkeye Glove Mfg Inc	Hardin	Buckeye	\$40,000.00	9/30/1998	18	18
Packaging Corp Of America	Grundy	Conrad	\$215,000.00	10/2/1998	36	35
Ritchie Industries Inc	Grundy	Conrad	\$110,000.00	10/2/1998	29	20
Buckeye Cooperative Elevator Company	Hardin	Buckeye	\$70,000.00	10/2/1998	14	8
Dayco Products Inc	Hardin	Eldora	\$125,000.00	10/2/1998	25	25
Transglobal Rail Inc	Marshall	Marshalltown	\$625,000.00	10/2/1998	97	10
Tasler Inc	Poweshiek	Grinnell	\$55,000.00	10/2/1998	22	15
Iowa Oat Processors Inc	Tama	Chelsea	\$30,000.00	10/2/1998	8	4
Capital Electronics Inc	Hardin	Ackley	\$55,000.00	5/25/1999	21	16
Agrigenetics Inc	Marshall	Marshalltown	\$120,000.00	5/25/1999	19	14
Special Packaging Inc	Marshall	Marshalltown	\$30,000.00	5/25/1999	11	7
Swift (Con Agra)	Marshall	Marshalltown	\$470,000.00	5/25/1999	135	135
Epc Inc	Poweshiek	Grinnell	\$60,000.00	5/25/1999	12	12
Grinnell Beverage Co Inc	Poweshiek	Grinnell	\$45,000.00	5/25/1999	5	5
Asi Sign Systems	Poweshiek	Grinnell	\$145,000.00	4/16/2000	30	—
Triple T Specialty Meats	Hardin	Ackley	\$15,000.00	5/19/2000	11	10
Mirenco Inc	Hardin	Radcliffe	\$65,000.00	5/19/2000	7	19
Conagra Inc DbA Swift	Marshall	Marshalltown	\$195,000.00	5/19/2000	80	80
Handy Industries Llc	Marshall	Marshalltown	\$70,000.00	5/19/2000	10	72
Mechdyne	Marshall	Marshalltown	\$60,000.00	5/19/2000	8	8
Ryerson Coil Processing Company	Marshall	Marshalltown	\$90,000.00	5/19/2000	15	10
Asi Sign Systems	Poweshiek	Grinnell	\$145,000.00	5/19/2000	30	30
Jeld Wen Inc DbA Wenco	Poweshiek	Grinnell	\$85,000.00	5/19/2000	16	16
Midwest Harvest		Grinnell	\$70,000.00	12/5/2000	18	19
Cmc Steel Fabricators Inc DbA Smi Joist Company	Hardin	Iowa Falls	\$975,000.00	5/14/2001	180	175
Dieomatic Inc	Poweshiek	Montezuma	\$870,000.00	9/22/2001	120	120
Modulex Usmanufacturing Llc	Poweshiek	Grinnell	\$160,000.00	12/23/2001	22	11
Modulex Usmanufacturing Llc	Poweshiek	Grinnell	\$160,000.00	3/7/2002	22	—
Dieomatic Inc	Poweshiek	Montezuma	\$870,000.00	3/7/2002	120	120
Mechdyne	Marshall	Marshalltown	\$200,000.00	4/15/2003	19	19
Swift (Monfort Pork)	Marshall	Marshalltown	\$370,000.00	4/16/2003	120	120
Asi Sign Systems	Poweshiek	Grinnell	\$55,000.00	5/20/2003	15	5
Totals For 32 Contracts :			\$6,650,000.00		1,295	1,158

Area VII
Hawkeye Community College

Al Clausen
Hawkeye Community College
5330 Nordic Drive
Cedar Falls, IA 50613
319.277.3806 Ex. 403



260F Case Study Hawkeye Community College Train & Gain Consortium

Area VII companies are partnering with Hawkeye Community College and have formed a consortium to deal with the many obstacles of providing quality training activities for their employees. Many times companies desire training and seminars that are held in the larger metropolitan areas of the country. This results in high costs of instruction and travel, lost time from work, and/or having to bring consultants into the plant also at high costs to the companies. Companies also often have inadequate facilities and limited number of staff to plan and coordinate sessions to bring the training sessions "in house". The Community College also faces challenges in bringing "high end" seminars to the area for the benefit of the business customer. Extensive marketing of seminars of this type is required with no assurance that there will be enough participants enrolled to break even.

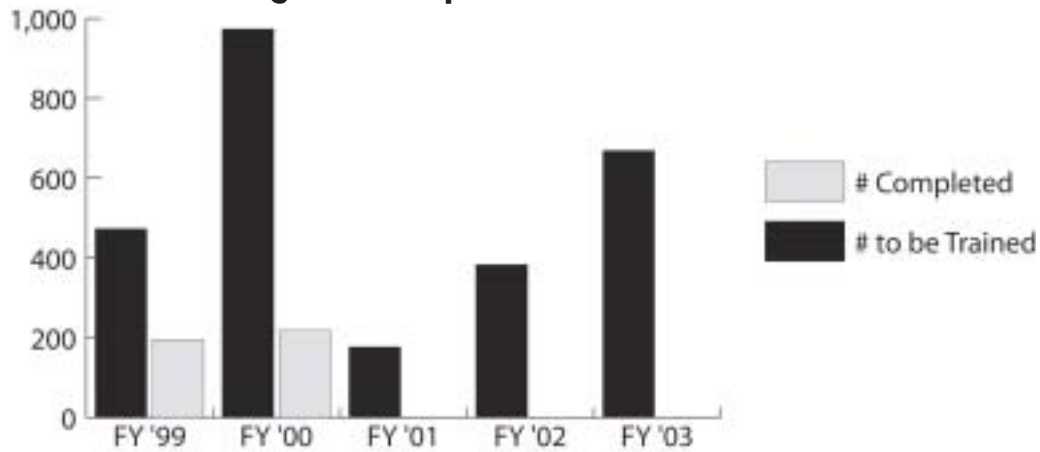
The Iowa Jobs Training Program Community College Consortium (260F) is assisting Area VII companies in providing a cost effective solution to promote the professional and personal development of employees by providing them with quality training as well as networking opportunities. The program is known as the Train & Gain Consortium. The Iowa Jobs Training Community College Consortium has provided \$50,000 to assist in funding this 2 year program.

Each year companies are surveyed as to their training needs. A schedule is developed that includes half day and full day events once a month. Topics range from "Transitioning to Supervisor" to "Shed or You're Dead Lessons from the Lizard". In 2003 twenty Area VII companies are participating by purchasing a seat or seats in each of 11 monthly sessions. Paul Buchanan, HR Director, General Manager at Professional Office Services of Waterloo, says this about the program. "Our company has participated in the Train and Gain program for several years and will continue to do so in the future. The subject matter is always relevant and the instructors are first rate. Each of our employees who have participated in one of these classes has come away having learned something that they can use to do their job better here at POS."

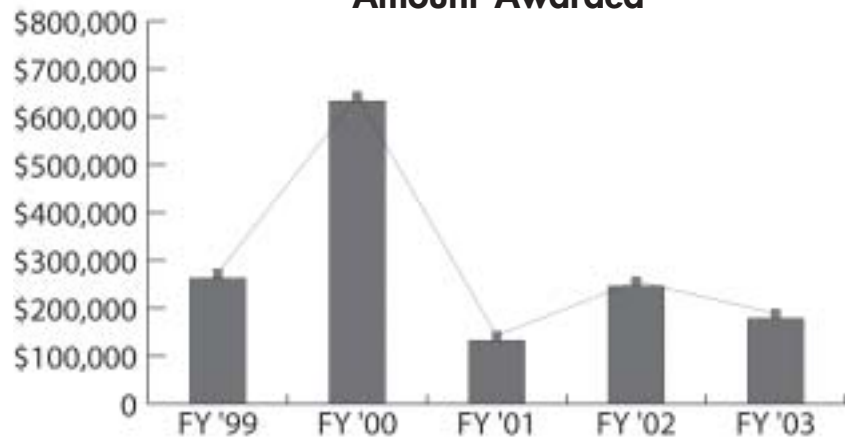
The Train & Gain Consortium has provided Area VII companies with a variety of trainers and a variety of topics that would normally require extensive travel and related costs. The professional development is also enhanced by networking opportunities with employees from a variety of companies. The program also benefits the college in helping provide high quality instruction and a guaranteed attendance. The Iowa Jobs Training Program's Community College Consortium has enabled Hawkeye Community College to provide needed training expertise to Area VII companies.

Iowa Jobs Training Program 260F Hawkeye Community College

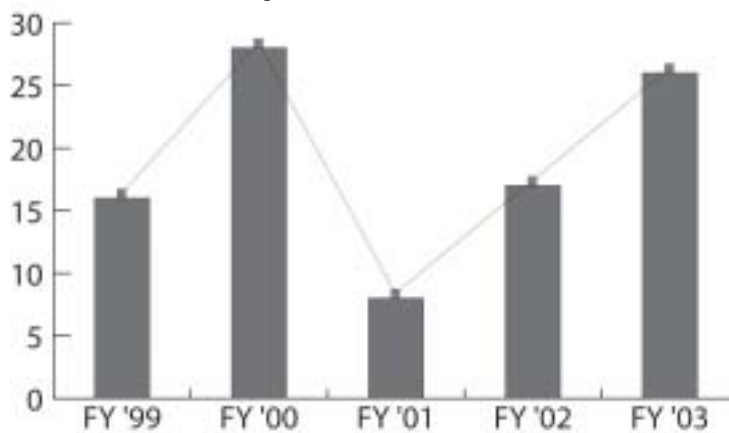
Training #'s/Completion



Amount Awarded



Projects Awarded



Iowa Jobs Training Program 260F Individual Business Projects

Business	County	Town	Amount Award	Approval Date	# to be Trained	Actual # Trained	Coding Status
Snow Engineering	Buchanan	Independence	\$4,999.00	6/12/2003	6		1b
Kapaun Consulting Engineers, Pc	Black Hawk	Waterloo	\$4,398.00	6/9/2003	3		1b
Basic Materials Corporation	Black Hawk	Elk Run Heights	\$8,050.00	6/5/2003	40		1b
Viking Cives	Black Hawk	Evansdale	\$4,999.00	6/5/2003	4		1b
The Cbe Group, Inc.	Black Hawk	Waterloo	\$4,999.00	5/13/2003	20		1b
Denver Construction, Inc.	Bremer	Denver	\$4,999.00	5/2/2003	40		1b
Municipal Pipe Tool Co., Inc.	Black Hawk	Hudson	\$4,999.00	4/22/2003	18		1b
Nutri-Ject Systems, Inc.	Black Hawk	Hudson	\$4,999.00	4/22/2003	18		1b
Crystal Distribution Services Inc.	Black Hawk	Cedar Falls	\$3,500.00	4/21/2003	16		1b
Independence Corn By Products	Buchanan	Independence	\$4,999.00	4/21/2003	9		1b
Metokote Corp.	Black Hawk	Cedar Falls	\$4,999.00	3/18/2003	12		1b
Standard Golf Company	Black Hawk	Cedar Falls	\$23,808.00	3/18/2003	46		1b
Agvantage Fs Inc	Chickasaw	New Hampton	\$4,999.00	2/24/2003	150		1a
Universal Industries Inc.	Blackhawk	Cedar Falls	\$4,999.00	2/21/2003	12		1b
Vgm & Associates	Black Hawk	Waterloo	\$4,999.00	2/7/2003	20		1b
Iowa Metal Spinners	Black Hawk	Cedar Falls	\$10,867.00	2/6/2003	15		1b
Stainless Plus	Black Hawk	Waterloo	\$3,916.00	2/6/2003	4		1b
Rainbow Concrete Construction	Bremer	Waverly	\$4,999.00	1/2/2003	8		1b
Garrett Corp. Dba Delta Industries	Grundy	Reinbeck	\$4,999.00	11/14/2002	8		1b
Mckenna Professional Imaging	Blackhawk	Waterloo	\$14,795.00	11/14/2002	10		1b
Koehring Cranes, Inc.	Bremer	Waverly	\$4,999.00	10/30/2002	100		1b
Paul Nieman Construction	Fayette	Sumner	\$4,999.00	10/30/2002	35		1a
Quality Craft Corporation	Buchanan	Independence	\$4,999.00	10/30/2002	2		1b
Weyerhaeuser	Black Hawk	Waterlo	\$13,628.00	10/22/2002	40		1b
Control-O-Fax/Express Bill	Black Hawk	Waterloo	\$10,495.00	10/21/2002	30		
Life Line Emergency Vehicles, Inc.	Bremer	Sumner	\$4,999.00	10/18/2002	3		1b
Orthotics And Prosthetics One Inc	Black Hawk	Waterloo	\$25,000.00	5/28/2002	13		1b
Vikign Pump Inc	Black Hawk	Cedar Falls	\$25,000.00	5/22/2002	25		1b
Waterloo Implement	Black Hawk	Waterloo	\$13,522.00	5/22/2002	35		1b
All Iowa Contracting Company	Black Hawk	Waterloo	\$4,999.00	5/13/2002	25		
Basic Materials Corp	Black Hawk	Elk Run Heights	\$4,999.00	5/9/2002	55		1b
Rowley Equipment	Buchanan	Rowley	\$4,999.00	4/2/2002	15		1b
Waterloo Industries	Black Hawk	Waterloo	\$25,000.00	4/2/2002	10		1b
Dunkerton Cooperative Elevator	Blackhawk	Dunkerton	\$4,999.00	3/4/2002	15		1b
Bloom Inc Dba Bloom Mfg Inc	Buchanan	Independence	\$25,000.00	1/28/2002	14		1a
Network Control Inc	Bremer	Waverly	\$4,999.00	1/28/2002	5		1a
Professional Office Services Inc	Blackhawk	Waterloo	\$15,245.00	1/7/2002	8		1b
Aerial Services Inc	Black Hawk	Cedar Falls	\$15,000.00	10/9/2001	6		1a
Hsn Fulfillment Inc	Blackhawk	Waterloo	\$25,000.00	9/27/2001	75		1b
North East Machine And Tool Company	Black Hawk	Janesville	\$11,750.00	9/27/2001	10		1b
Waterloo Screw Machine Products	Black Hawk	Waterloo	\$11,000.00	9/27/2001	5		1b
Schumacher Elevator Company	Bremer	Denver	\$25,000.00	9/14/2001	64		1b
Behr Heat Transfer Systems Inc	Blackhawk	Cedar Falls	\$4,313.00	8/27/2001	3		1a
Ross Marketing Inc	Black Hawk	Cedar Falls	\$4,380.00	6/30/2001	6		1a
Zeidlers Concrete Pipe Inc	Black Hawk	Waterloo	\$10,870.00	6/30/2001	25		1a
Viking Pump Inc	Black Hawk	Cedar Falls	\$25,000.00	5/3/2001	50		1b
Featherlite Inc	Iowa	Chickasaw	\$4,999.00	12/1/2000	4	5	2c2
Central Counties Cooperative	Grundy	Reinbeck	\$25,000.00	8/30/2000	28		1a
Iowa Metal Spinners	Black Hawk	Cedar Falls	\$12,600.00	8/25/2000	6		1a
Ron Weber And Associates Of Iowa Inc	Black Hawk	Waterloo	\$24,400.00	7/25/2000	50		1a

1 - Active projects
a - Completed awaiting final reports
b - Ongoing training

2 - Completed projects
a - Obligated number trained
b - Additional numbers trained
c - Completed unutilized funds
- unutilized funds to be returned
* - monies have been returned

3 - Withdrawn/Cancelled projects
a - Monies not drawn
b - Monies drawn have been returned
c - Monies drawn to be returned

4 - Default training completed
Not enough students trained funds yet to be returned

Business	County	Town	Amount Award	Approval Date	# to be Trained	Actual # Trained	Coding Status
Waverly Plastics	Bremer	Waverly	\$25,000.00	7/21/2000	8		1b
Nestle Usa Beverage Division	Bremer	Waverly	\$25,000.00	5/10/2000	100		1b
Nestle Usa Beverage Division	Bremer	Waverly	\$25,000.00	5/10/2000	40		1b
Gmt Corporation	Bremer	Waverly	\$25,000.00	5/9/2000	48		1b
John Deere Engine Works	Blackhawk	Waterloo	\$25,000.00	5/9/2000	100		1b
John Deere Engine Works	Blackhawk	Waterloo	\$25,000.00	5/9/2000	100		1b
Rockwell Automation Allen Bradley	Bremer	Sumner	\$25,000.00	5/9/2000	175		1b
Advanced Heat Treat Corp	Black Hawk	Waterloo	\$25,000.00	5/2/2000	40		1b
Control O Fax Express Bill	Black Hawk	Waterloo	\$14,505.00	5/2/2000	20		1a
Greater Machining And Manufacturing Company	Buchanan	Independence	\$25,000.00	5/2/2000	40		1b
Newcor Inc Blackhawk Engineering Division	Black Hawk	Cedar Falls	\$25,000.00	5/2/2000	20		3b
Universal Industries Inc	Black Hawk	Cedar Falls	\$25,000.00	5/2/2000	45		1a
Waterloo Screw Machine Products	Black Hawk	Waterloo	\$25,000.00	5/2/2000	5		1a
John Deere Donald Street Site	Black Hawk	Waterloo	\$25,000.00	4/28/2000	8		1a
John Deere Donald Street Site	Black Hawk	Waterloo	\$25,000.00	4/28/2000	8		1a
John Deere Product Engineering Center	Black Hawk	Waterloo	\$25,000.00	4/28/2000	8	10	2b
John Deere Product Engineering Center	Black Hawk	Waterloo	\$25,000.00	4/28/2000	8	10	2b
John Deere Westfield Avenue Site	Black Hawk	Waterloo	\$25,000.00	4/28/2000	8	10	2b
John Deere Westfield Avenue Site	Black Hawk	Waterloo	\$25,000.00	4/28/2000	8	10	2b
Progressive Tool Company	Black Hawk	Waterloo	\$24,855.00	3/30/2000	20		1b
Iowa Ham Canning Inc	Buchanan	Independence	\$20,312.00	3/1/2000	30		1a
Ibp Inc	Blackhawk	Waterloo	\$25,000.00	2/24/2000	20		1b
Stainless Pluss Llc	Black Hawk	Waterloo	\$11,429.00	2/15/2000	3		1a
Control O Fax Express Bill	Black Hawk	Waterloo	\$25,000.00	2/3/2000	25	25	2a
Enron Transportation & Storage	Black Hawk	Waterloo	\$25,000.00	11/18/1999	25	26	2b
East Iowa Plastics Inc	Buchanan	Independence	\$3,765.00	9/20/1999	3	4	2b
Hogan-Hansen, A Professional Corp	Black Hawk	Waterloo	\$12,114.00	9/20/1999	25	38	2c
Woolverton Printing Co	Black Hawk	Cedar Falls	\$25,000.00	9/20/1999	8	22	2b
Hobson Mould Works Inc	Butler	Shell Rock	\$21,000.00	7/29/1999	34	63	2b
D C Industries	Black Hawk	Waterloo	\$13,515.00	4/15/1999	10		1a
Geater Machining And Manufacturing Co	Buchanan	Independence	\$21,628.00	4/15/1999	90		1a
J & J Metal Spinning	Butler	New Hartford	\$24,000.00	4/15/1999	4	19	2b
Professional Office Services	Black Hawk	Burton Ave	\$4,999.00	4/15/1999	6	8	2b
Traer Manufacturing/ Div Of Diomatic Inc	Tama	Traer	\$25,000.00	4/15/1999	15		1b
Newcor Inc - Blackhawk Engineering Division	Black Hawk	Cedar Falls	\$4,999.00	3/16/1999	8	20	2b
Crystal Distribution Services Inc	Black Hawk	Waterloo	\$4,930.00	1/20/1999	20		1a
Iowa Metal Spinners	Black Hawk	Cedar Falls	\$25,000.00	1/20/1999	40		1a
Quality Craft Corp	Buchanan	Independence	\$4,999.00	1/20/1999	6	8	2b
Quamaco	Buchanan	Quasqueton	\$17,001.00	1/20/1999	9		1b
Gm Manufacturing	Grundy	Reinbeck	\$21,975.00	12/28/1998	20	27	2c2
Powers Manufacturing Co, The	Black Hawk	Waterloo	\$14,393.00	11/19/1998	50		1a
Viking Pump Inc	Black Hawk	Cedar Falls	\$25,000.00	11/10/1998	15	40	2b
Gmt Corp	Bremer	Waverly	\$24,968.00	8/10/1998	150		1a
Ibp Inc	Blackhawk	Waterloo	\$25,000.00	8/10/1998	20	60	2b
Universal Industries	Blackhawk	Cedar Falls	\$4,999.00	8/10/1998	10	14	2b
Grand Total			\$1,451,900.00		2676	419	

1 - Active projects
a - Completed awaiting final reports
b - Ongoing training

2 - Completed projects
a - Obligated number trained
b - Additional numbers trained
c - Completed unutilized funds
- unutilized funds to be returned
* - monies have been returned

3 - Withdrawn/Cancelled projects
a - Monies not drawn
b - Monies drawn have been returned
c - Monies drawn to be returned

4 - Default training completed
Not enough students trained funds yet to be returned

Iowa Jobs Training Program 260F Comm. College Business Network Projects

Business	County	Town	Amount Award	Approval Date	# to be Trained	Actual # Trained	Coding Status
Hawkeye Community College Business Network			\$150,000.00	5/31/2000	77		1b
Rockwell Automation	Bremer	Sumner	\$0.00	5/31/2000	6		1b
Kann Mfg Corp	Clayton	Guttenberg	\$0.00	5/31/2000	1		1b
Lands End	Clayton	Elkader	\$0.00	5/31/2000	1		1b
Textron Fastening Systems	Winneshiek	Decorah	\$0.00	5/31/2000	40		1b
Color Box Llc	Dubuque	Dubuque	\$0.00	5/31/2000	16		1b
Il Norplex Inc	Allamabee	Postville	\$0.00	5/31/2000	3		1b
Northeast Maching & Tool	Black Hawk	Janesville	\$0.00	5/31/2000	10		1b
Mi T M Corporation	Dubuque	Peosta	\$0.00	5/31/2000	10		1b
Schieffer C Intl Pl	Dubuque	Peosta	\$0.00	5/31/2000	2		1b
Donaldson Company Inc	Howard	Cresco	\$0.00	5/31/2000	3		1b
Bodine Electric Company	Dubuque	Peosta	\$0.00	5/31/2000	3		1b
Uelner Precision Tools & Dies Inc	Dubuque	Dubuque	\$0.00	5/31/2000	3		1b
Skw Nature Products	Dubuque	Dubuque	\$0.00	5/31/2000	5		1b
Premier Tooling Inc	Dubuque	Peosta	\$0.00	5/31/2000	2		1b
Flexsteel Industries Inc	Dubuque	Dubuque	\$0.00	5/31/2000	1		1b
Klauer Mfg	Dubuque	Dubuque	\$0.00	5/31/2000	5		1b
Ay Mcdonald Mfg	Dubuque	Dubuque	\$0.00	5/31/2000	5		1b
American Injection Molding Co Inc	Dubuque	Cascade	\$0.00	5/31/2000	1		1b
Exide Corporation	Delaware	Manchester	\$0.00	5/31/2000	8		1b
Dayco Products Inc	Hardin	Eldora	\$0.00	5/31/2000	5		1b
Ibp Inc	Black Hawk	Waterloo	\$0.00	5/31/2000	12		1b
Rockwell Collins	Delaware	Manchester	\$0.00	5/31/2000	3		1b
Nestle Usa Beverage Division	Bremer	Waverly	\$0.00	5/31/2000	3		1b
Dubuque Stamping & Mfg	Dubuque	Dubuque	\$0.00	5/31/2000	3		1b
Iowa Ham Canning Inc	Buchanan	Independence	\$0.00	5/31/2000	2		1b
Bertch Cabinet Manufacturing Inc	Black Hawk	Waterloo	\$0.00	5/31/2000	2		1b
Henderson Mfg Inc	Delaware	Manchester	\$0.00	5/31/2000	1		1b
Viking Pump	Black Hawk	Cedar Falls	\$0.00	5/31/2000	15		1b
Aveka Manufacturing	Chickasaw	Fredericksburg	\$0.00	5/31/2000	1		1b
Itw Fluid Products	Delaware	Manchester	\$0.00	5/31/2000	5		1b
Dura Automotive Systems	Fayette	West Union	\$0.00	5/31/2000	1		1b
Associated Milk Producers Inc	Fayette	Arlington	\$0.00	5/31/2000	1		1b
Hcc Business Network Measurement Uncertainty	Buchanan	Independence	\$11,250.00	12/9/1999			2a
Geater Machining And Manufacturing Co	Buchanan	Independence	\$0.00	12/9/1999	1	1	2a
Quad State Gauging And Measurement	Black Hawk	Cedar Falls	\$0.00	12/9/1999	3	3	2a
Advanced Heat Treat	Black Hawk	Waterloo	\$0.00	12/9/1999	1	1	2a
Iowa Industrial Products Inc	Blackhawk	Cedar Falls	\$0.00	12/9/1999	3	3	2a
Dura Automotive Systems Inc	Fayette	West Union	\$0.00	12/9/1999	2	2	2a
Grand Total			\$161,250.00		266	10	

1 - Active projects
a - Completed awaiting final reports
b - Ongoing training

2 - Completed projects
a - Obligated number trained
b - Additional numbers trained
c - Completed unutilized funds
- unutilized funds to be returned
* - monies have been returned

3 - Withdrawn/Cancelled projects
a - Monies not drawn
b - Monies drawn have been returned
c - Monies drawn to be returned

4 - Default training completed
Not enough students trained funds yet to be returned

Iowa Jobs Training Program 260F Community College Consortium Projects

Business	County	Town	Amount Award	Approval Date	# to be Trained	Actual # Trained	Coding Status
Hcc Effective Supervision Consortium Training			\$50,000.00	12/31/2002	30		1b
Bertch Cabinet Manufacturing, Inc.	Blackhawk	Waterloo	\$0.00	12/31/2002	2		1b
Dunkerton Coop Elevator	Black Hawk	Dunkerton	\$0.00	12/31/2002	2		1b
Hydrite Chemical Company	Black Hawk	Waterloo	\$0.00	12/31/2002	2		1b
Ibp Inc.	Black Hawk	Waterloo	\$0.00	12/31/2002	3		1b
Iowa Metal Spinners, Inc.	Black Hawk	Cedar Falls	\$0.00	12/31/2002	1		1b
John Deere Waterloo Works	Black Hawk	Waterloo	\$0.00	12/31/2002	3		1b
Nestle Usa Beverage Division	Bremer	Waverly	\$0.00	12/31/2002	4		1b
Powers Manufacturing Company	Black Hawk	Waterloo	\$0.00	12/31/2002	2		1b
Professional Office Services, Inc.	Black Hawk	Waterloo	\$0.00	12/31/2002	2		1b
Universal Industries, Inc.	Black Hawk	Cedar Falls	\$0.00	12/31/2002	2		1b
Vgm & Associates	Black Hawk	Waterloo	\$0.00	12/31/2002	1		1b
Viking Pump	Black Hawk	Cedar Falls	\$0.00	12/31/2002	10		1b
Schumacher Elevator Company	Bremer	Denver	\$0.00	12/31/2002	1		1b
Hcc Lean Manufacturing Consortium			\$50,000.00	5/3/2001			1b
Newcor Inc Blackhawk Engineering Div	Blackhawk	Cedar Falls	\$0.00	5/3/2001	100		1b
Gmt Corporation	Bremer	Waverly	\$0.00	5/3/2001	14		3a
Powers Manufacturing Company	Blackhawk	Waterloo	\$0.00	5/3/2001	25		1b
Universal Industries, Inc.	Black Hawk	Cedar Falls	\$0.00	5/3/2001	17		1b
Leadership Development			\$50,000.00	5/16/2000	30		1a
Newcor Blackhawk Engineering Division	Black Hawk	Cedar Falls	\$0.00	5/16/2000	1		1a
Nestle Usa Beverage Division	Bremer	Waverly	\$0.00	5/16/2000	5		1a
Universal Industries Inc	Black Hawk	Cedar Falls	\$0.00	5/16/2000	1		1a
Rockwell Automation	Bremer	Sumner	\$0.00	5/16/2000	3		1a
John Deere Waterloo Works	Black Hawk	Waterloo	\$0.00	5/16/2000	3		1a
Standard Golf Company	Black Hawk	Cedar Falls	\$0.00	5/16/2000	2		1a
Bertch Cabinet Manufacturing Inc	Black Hawk	Waterloo	\$0.00	5/16/2000	2		1a
Iowa Metal Spinners Inc	Black Hawk	Cedar Falls	\$0.00	5/16/2000	1		1a
Powers Manufacturing Company	Black Hawk	Waterloo	\$0.00	5/16/2000	1		1a
Woolverton Printing Company	Black Hawk	Cedar Falls	\$0.00	5/16/2000	2		1a
Professional Office Services Inc	Black Hawk	Waterloo	\$0.00	5/16/2000	2		1a
Asi Computers	Black Hawk	Cedar Falls	\$0.00	5/16/2000	1		1a
Ron Weber And Associates	Black Hawk	Waterloo	\$0.00	5/16/2000	2		1a
Ibp Inc	Black Hawk	Waterloo	\$0.00	5/16/2000	4		1a
Viking Pump Inc	Black Hawk	Cedar Falls	\$0.00	5/16/2000	5		1a
Waterloo Implement Inc.	Black Hawk	Waterloo	\$0.00	5/16/2000	5		1a
Effective Supervision			\$28,690.00	5/2/2000			1a
Geater Machining & Manufacturing	Buchanan	Independence	\$0.00	5/2/2000	1		1a
Quality Craft	Buchanan	Independence	\$0.00	5/2/2000	1		1a
Iowa Ham	Buchanan	Independence	\$0.00	5/2/2000	4		1a
Dcc Cabinets Inc	Buchanan	Independence	\$0.00	5/2/2000	2		1a
Featherlite Inc	Chickasaw	Nashua	\$0.00	5/2/2000	5	5	2a
Hawkeye Tool & Die Inc	Buchanan	Jesup	\$0.00	5/2/2000	5		1a
Wapsie Valley Creamery Inc	Buchanan	Independence	\$0.00	5/2/2000	12		1a
Iip Bossard	Blackhawk	Cedar Falls	\$0.00	5/2/2000	3		1a
Bloom Inc	Buchanan	Independence	\$0.00	5/2/2000	10		1a
Shell Rock Products	Iowa	Shell Rock	\$0.00	5/2/2000	2		1a
Viking Pump	Blackhawk	Cedar Falls	\$0.00	5/2/2000	3		1a
Iowa Metal Spinners, Inc.	Blackhawk	Cedar Falls	\$0.00	5/2/2000	1		1a
Grand Total			\$178,690.00		340	5	

1 - Active projects
a - Completed awaiting final reports
b - Ongoing training

2 - Completed projects
a - Obligated number trained
b - Additional numbers trained
c - Completed unutilized funds
- unutilized funds to be returned
* - monies have been returned

3 - Withdrawn/Cancelled projects
a - Monies not drawn
b - Monies drawn have been returned
c - Monies drawn to be returned

4 - Default training completed
Not enough students trained funds yet to be returned



260E Case Study Hawkeye Community College Target Corporation

Target Corporation selected Cedar Falls, Iowa, for the location of their 16th regional distribution center servicing stores in Iowa, South Dakota, Kansas, Minnesota, Nebraska and Missouri. This Distribution Center sits on 133 acres and measures 1.35 million square feet (25 football fields). The location of the Target Distribution Center in Cedar Falls created construction employment of more than 100 jobs and generated an economic impact for the community of approximately \$66,000,000. It is anticipated that an additional 363 new jobs will be created in our area as a spin off from Target's Distribution Center.

A preliminary training agreement was signed April 11, 2002 between Hawkeye Community College and Target Corporation. The final training agreement was approved November 11, 2002, creating **621** new jobs at the Distribution Center. Target's Cedar Falls facility opened on schedule in March of 2003.

Hawkeye Community College's Cedar Falls Center for Business and Industry, located close to the new Distribution Center, was able to provide space for Target's management staff as they interviewed for additional managers and team leaders. Hawkeye Community College hosted a two-day Target Job Fair drawing more than 6,000 applicants for the 621 positions.

The Center for Business and Industry continues to work closely with Target Corporation developing a maintenance training program through a three way partnership consisting of Target, the Center for Business and Industry and LogiLearn. The Center for Business and Industry was selected to develop the technical content for the "Target Core Content." Core content is the background training the employees need before being trained on Target specific equipment. Core content includes safety, basic electricity, electronics, hand tools, welding principles, hydraulics and pneumatics, mechanical systems as well as HVAC units. The technical content is then sent to LogiLearn to be developed as visual learning modules. Each module consists of text, simulations and inter-active learning exercises.

The following quote is provided by the General Manager of the Cedar Falls Distribution Center:

"Iowa's New Jobs Training Program and Hawkeye Community College were great assets for the opening of our Distribution Center in Cedar Falls. The training of our team leaders prior to the March 2003 opening was instrumental to our start up. The maintenance training program being developed by Hawkeye and Target will also help insure the efficiency of our operations." - Mike Robbins, General Manager

Industrial New Jobs Training Program 260E Projects

Business	County	Town	Amount of Award	Approval Date	Planned # of Jobs	Highest # of Jobs
Omega Cabinets Ltd	Black Hawk	Waterloo	\$525,000.00	8/17/1998	320	320
Iowa Laser Technology Inc	Black Hawk	Cedar Falls	\$170,000.00	8/17/1998	61	83
Hunt-Wesson Inc	Black Hawk	Waterloo	\$800,000.00	8/17/1998	88	84
Principal Mutual Life Ins Co	Black Hawk	Waterloo	\$315,000.00	8/17/1998	60	156
Ruppman Marketing Technologies	Black Hawk	Waterloo	\$185,000.00	8/17/1998	105	0
Dieomatic Inc Dba Traer Mfg	Tama	Traer	\$55,000.00	8/17/1998	31	0
Wyle Laboratories Inc	Blackhawk	Cedar Falls	\$85,000.00	8/14/1999	11	12
Pioneer Graphics	Black Hawk	Waterloo	\$50,000.00	8/18/1999	10	12
Advanced Heat Treat Corp	Blackhawk	Waterloo	\$55,000.00	8/19/1999	16	20
Woolverton Printing Co	Black Hawk	Cedar Falls	\$35,000.00	8/26/1999	13	7
Powers Manufacturing Company	Black Hawk	Waterloo	\$65,000.00	12/6/1999	50	50
Van G Miller & Associates Inc	Black Hawk	Waterloo	\$275,000.00	12/19/1999	146	157
Schumacher Elevator Company	Bremer	Denver	\$165,000.00	12/23/1999	36	33
Profile Boats	Bremer	Sumner	\$25,000.00	12/29/1999	18	0
Hobson Mould Works Inc	Butler	Shell Rock	\$150,000.00	1/15/2000	44	—
Wayne Engineering Corp	Black Hawk	Cedar Falls	\$70,000.00	1/19/2000	34	0
Hobson Mould Works Inc	Butler	Shell Rock	\$150,000.00	1/20/2000	44	31
Van G Miller & Associates Inc	Black Hawk	Waterloo	\$470,000.00	10/11/2000	108	70
Gmt Corp	Bremer	Waverly	\$815,000.00	10/11/2000	145	94
Allan Inc	Black Hawk	Allison	\$200,000.00	9/17/2001	52	37
Aerial Services Inc	Black Hawk	Cedar Falls	\$30,000.00	9/17/2001	10	11
Ag Services Of America Inc	Black Hawk	Cedar Falls	\$375,000.00	9/17/2001	72	10
Deer & Company Dba Waterloo Works	Black Hawk	Waterloo	\$1,315,000.00	9/17/2001	101	98
Engineered Products Co	Black Hawk	Waterloo	\$120,000.00	9/17/2001	37	28
Omega Cabinets Ltd	Black Hawk	Waterloo	\$315,000.00	9/17/2001	124	124
Cuna Mutual Life Insurance Co	Butler	Waverly	\$855,000.00	9/17/2001	186	0
Target Corporation	Black Hawk	Cedar Falls	\$2,375,000.00	11/9/2002	621	623
Omega Cabinets Ltd	Black Hawk	Waterloo	\$495,000.00	11/11/2002	176	176
Power Pavers Inc.	Black Hawk	Cedar Falls	\$70,000.00	11/16/2002	11	8
Iowa Metal Spinners Inc	Black Hawk	Cedar Falls	\$85,000.00	11/17/2002	23	14
Totals For 30 Contracts :			\$10,695,000.00		2,753	2,258

Area IX
Eastern Iowa Community College

Mark Kapfer
Eastern Iowa Community College
306 West River Drive
Davenport, IA 52801
563.336.3315

260F Case Study Eastern Iowa Community College District Muscatine Learning Consortium

On February 21, 2001, six companies in the Muscatine area met to discuss training needs. As the discussion over lunch progressed, it became apparent that the companies, although quite distinct in their product lines, had major training issues that were very common and could be best addressed through a cooperative effort rather than individually. Over the next several months Eastern Iowa Community College District facilitated meetings to develop a joint training program that would meet the needs of all of the companies and made application for 260-F Community College Consortium funds.

The group named themselves the Muscatine Learning Consortium. The skills training that were agreed upon included such areas as programmable logic control, maintenance training, microcomputer applications, Finance for Non-Financial Managers, frontline supervision, leadership training, customer service skills, process mapping and project management.

The companies that are part of the Consortium represent some of the leading companies in Eastern Iowa with wages well above the average for the state. They also represent a large percentage of the Muscatine County workforce. Their ability to come together to develop, design and implement a common training program that will increase their productivity will have a positive impact on the state's economic well being. Although the application for funding indicated 125 people would receive benefits of the training program, the expectations were surpassed with 194 actually receiving training.

Since 2001 when the companies first met, the Muscatine Learning Consortium has grown to nine area companies from the original six companies and the group has applied for and received two more 260-F Consortium funded projects. Through their planning sessions they have supplemented the community college delivered training by bringing nationally recognized experts into Muscatine either in person or via teleconference that would have been difficult for each company to do individually.

According to Michele Herlein, Manager of Human Resource Development for Bandag, Inc., companies benefit in more ways than just the training. "The Muscatine Learning Consortium is a great program that allows Bandag employees to meet, interact with, and exchange ideas with employees from other organizations. The Consortium brings excellent development programs to the Muscatine community at a cost effective rate and takes the administrative burden off the member organizations." Teresa Caslavka, Member and Community Relations Training Specialist at the HON Company has this to say, "this partnership has created new, cost-effective ways for the HON Company Oak Steel plant to provide value added training for all levels in our organization."

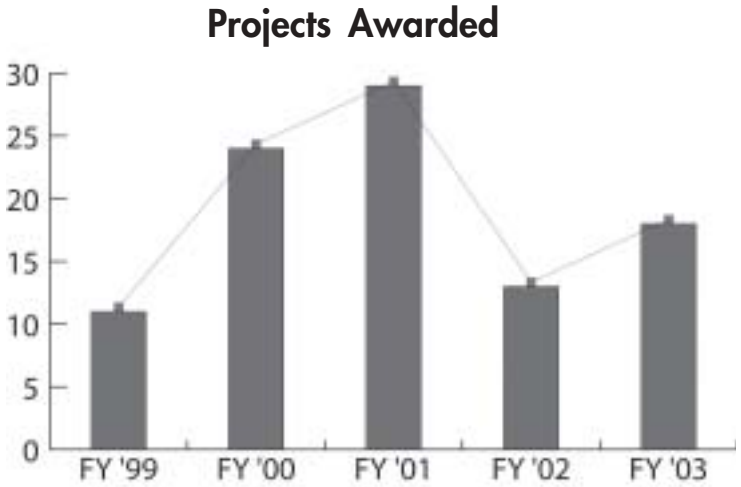
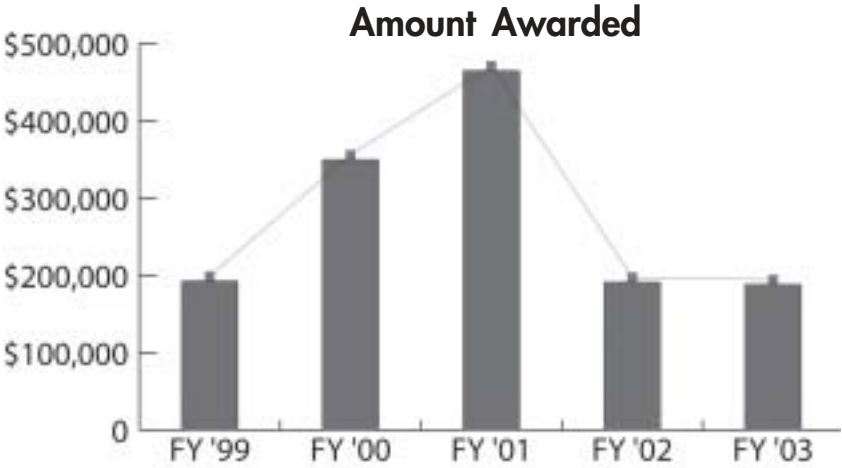
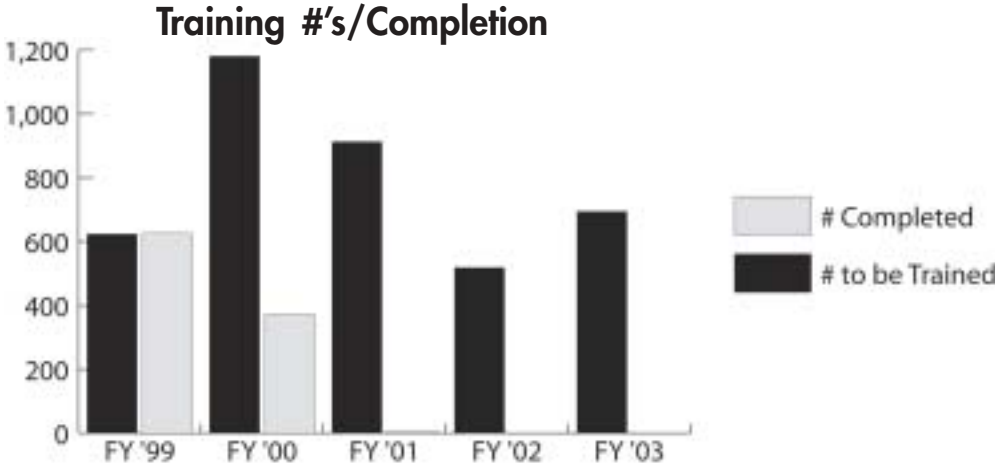
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Iowa Jobs Training Program 260F Eastern Iowa Community College



Iowa Jobs Training Program 260F Individual Business Projects

Business	County	Town	Amount Award	Approval Date	# to be Trained	Actual # Trained	Coding Status
Clausen Supply, Co.	Clinton	Clinton	\$7,837.00	5/5/2003	99		1b
Ensign Corporation	Jackson	Bellevue	\$6,985.00	5/5/2003	9		1b
Guardian Industries	Clinton	Dewitt	\$6,337.00	5/5/2003	17		1b
Midwest Metals, Inc.	Scott	Davenport	\$7,700.00	5/5/2003	20		1b
Wendling Quarries	Clinton	Dewitt	\$20,000.00	5/5/2003	34		1b
Swiss Valley Farms, Inc.	Scott	Davenport	\$20,000.00	4/21/2003	50		1a
Firstco Inc.	Scott	Davenport	\$8,113.00	3/18/2003	35		1b
Blackhawk Foundry	Scott	Davenport	\$20,000.00	2/24/2003	7		1b
The Brandt Company	Scott	Davenport	\$1,760.00	2/24/2003	1		1b
Sohl, Inc. Dba Tri State Graphics	Jackson	Maquoketa	\$4,999.00	2/6/2003	6		1b
John Deere Davenport Works	Scott	Davenport	\$20,000.00	1/23/2003	193		1b
Schult Engineering And Pattern Co.	Scott	Princeton	\$14,217.00	1/23/2003	27		1b
Wady Industries, Inc.	Jackson	Maquoketa	\$5,197.00	1/23/2003	6		1b
Sivyer Steel Corporation	Scott	Bettendorf	\$25,000.00	1/2/2003	142		1b
Katun Corporation	Scott	Davenport	\$4,683.00	12/31/2002	15		1b
Bee Line Company	Scott	Bettendorf	\$6,489.00	10/21/2002	12		1b
Sivyer Steel Corporation	Scott	Bettendorf	\$4,999.00	8/26/2002	12		1a
Nichols Aluminum	Scott	Davenport	\$3,600.00	8/12/2002	9		1a
Air Control Inc	Clinton	Clinton	\$8,030.00	5/28/2002	15		1b
Archer Daniels Midland Company	Clinton	Clinton	\$20,000.00	5/28/2002	39		1b
Voss Pattern Co	Scott	Davenport	\$5,258.00	5/28/2002	12		1b
Ei Du Pont De Nemours & Co Inc	Clinton	Clinton	\$13,938.00	5/9/2002	40		1b
Ipsco Tubulars Inc	Clinton	Camanche	\$20,000.00	5/9/2002	20		1b
Packaging Technologies	Scott	Davenport	\$19,536.00	5/9/2002	100		1b
Lamson & Sessions Co	Clinton	Clinton	\$20,000.00	5/7/2002	95		1b
Shaw Electric Inc	Scott	Davenport	\$20,000.00	2/5/2002	60		1b
Promotion Fulfillment Center	Clinton	Camanche	\$20,000.00	1/17/2002	90		1b
Eagle Engineering Inc	Scott	Eldridge	\$15,928.00	1/7/2002	8		1b
SOHL INC Dba TRI STATE GRAPHICS	JACKSON	MAQUOKETA	\$3,492.00	1/7/2002	7		1b
Oscar Mayer Foods	Scott	Davenport	\$12,375.00	11/14/2001	7		1b
Carver Pump Company	Muscatine	Muscatine	\$12,550.00	9/14/2001	25		1a
Bt Prime Mover	Muscatine	Muscatine	\$20,000.00	5/21/2001	25		1a
Jancy Engineering Co	Scott	Davenport	\$4,999.00	5/9/2001	1		1a
Lafarge Corporation	Scott	Buffalo	\$23,183.00	5/9/2001	24		3a
Olsen Engineering Lp	Scott	Eldridge	\$23,715.00	5/8/2001	15		1b
Firstco Inc.	Scott	Davenport	\$14,400.00	5/2/2001	4		1a
Interstate Brands Corporation	Scott	Davenport	\$25,000.00	5/2/2001	250		1b
Katun Corporation	Scott	Davenport	\$25,000.00	5/2/2001	80		1a
Blue Ridge Paper Products Inc	Clinton	Clinton	\$23,595.00	4/25/2001	6		1a
Grain Processing Corporation	Muscatine	Muscatine	\$3,740.00	4/25/2001	12		1a
Iowa Mutual Insurance Company	Clinton	Dewitt	\$21,945.00	4/25/2001	80		1a
Mississippi Valley Regional Blood Center	Scott	Davenport	\$24,255.00	4/25/2001	100		1a
The Horizon Group	Scott	Davenport	\$9,273.00	4/25/2001	30		1a
Bt Prime Mover	Muscatine	Muscatine	\$25,000.00	4/20/2001	25		1a
M A Ford Manufacturing	Scott	Davenport	\$22,155.00	4/12/2001	35		1b
Escalator Handrail Company	Scott	Davenport	\$6,256.00	4/6/2001	20		1b
Wendling Quarries Inc	Clinton	Dewitt	\$21,380.00	4/6/2001	45		1b
Olsen Engineering Lp	Scott	Eldridge	\$24,709.00	4/4/2001	20		1b
Shaw Electric Inc	Scott	Davenport	\$25,000.00	3/27/2001	25		1b
Alliant Energy MI Kapp	Clinton	Clinton	\$14,437.00	3/23/2001	7	7	2a

1 - Active projects
a - Completed awaiting final reports
b - Ongoing training

2 - Completed projects
a - Obligated number trained
b - Additional numbers trained
c - Completed unutilized funds
- unutilized funds to be returned
* - monies have been returned

3 - Withdrawn/Cancelled projects
a - Monies not drawn
b - Monies drawn have been returned
c - Monies drawn to be returned

4 - Default training completed
Not enough students trained funds yet to be returned

Business	County	Town	Amount Award	Approval Date	# to be Trained	Actual # Trained	Coding Status
Ec & Pms	Clinton	Clinton	\$4,425.00	3/23/2001	5		1b
Tri State Graphics Inc	Jackson	Maquoketa	\$10,053.00	3/20/2001	3		1a
Ennis Business Forms Inc	Clinton	De Witt	\$17,236.00	12/13/2000	6		1a
Refractory & Insulation Supply Inc	Scott	Eldridge	\$11,170.00	12/6/2000	12		1b
Superior Tub Products	Scott	Davenport	\$21,920.00	12/1/2000	20		1a
Muscatine Center For Strategic Action	Muscatine	Wilton	\$14,475.00	10/10/2000	15		1a
Custom Pak Incorporated	Clinton	Dewitt	\$10,438.00	8/25/2000	22		1a
Ec & Pms	Clinton	Clinton	\$4,930.00	8/2/2000	9		1a
Ryerson Tull Ra Lon Plant 31	Scott	Bettendorf	\$6,996.00	8/1/2000	6		1a
The Brandt Company	Scott	Davenport	\$4,999.00	7/21/2000	10		1a
Alcoa Inc	Scott	Bettendorf	\$25,000.00	5/26/2000	80		3b
Grain Processing Corporation	Muscatine	Muscatine	\$25,000.00	5/26/2000	150		1a
Wiedemann Church Products	Muscatine	Muscatine	\$1,364.00	5/26/2000	7		1a
Minuteman Press	Scott	Davenport	\$3,330.00	5/25/2000	1	1	2a
Bowe Machine Company	Scott	Bettendorf	\$11,781.00	5/11/2000	50		1b
Mississippi Valley Regional Blood Center	Scott	Davenport	\$23,884.00	5/4/2000	110		1a
Pretium Packaging	Muscatine	Muscatine	\$4,334.00	5/4/2000	47		1a
Jerico Tool Company	Scott	Davenport	\$7,623.00	4/28/2000	6		3a
Precision Metal Works	Jackson	Maquoketa	\$11,550.00	4/28/2000	8		1a
Douglas Industries Inc	Scott	Eldridge	\$4,994.00	4/18/2000	5	5	2a
International Paper Company	Clinton	Clinton	\$25,000.00	4/17/2000	110		3c
Hardi Inc	Scott	Davenport	\$14,029.00	3/23/2000	5		1a
E Tech Inc	Scott	Davenport	\$25,000.00	3/22/2000	5		1a
Air Control Inc	Clinton	Clinton	\$20,621.00	3/21/2000	40		1a
Midfield Pattern Corp	Scott	Walcott	\$6,518.00	3/14/2000	6		1a
Blue Ridge Paper Products Inc	Clinton	Clinton	\$25,000.00	12/23/1999	95	246	2b
Grain Processing Corporation	Muscatine	Muscatine	\$19,181.00	11/18/1999	150		1a
Lamson & Sessions Co	Clinton	Clinton	\$9,933.00	11/18/1999	13		1a
Bt Prime Mover	Muscatine	Muscatine	\$4,999.00	9/24/1999	37	52	2b
Sivyer Steel Corporation	Scott	Bettendorf	\$18,000.00	9/24/1999	200		1a
Fidlar Printing Co	Scott	Davenport	\$21,100.00	8/12/1999	11		1a
Midland Press Corporation	Scott	Davenport	\$13,078.00	8/12/1999	30	39	2b
Rock Tenn Company	Clinton	Clinton	\$25,000.00	8/9/1999	10	28	2b
North Scott Press Inc	Scott	Eldridge	\$3,285.00	7/28/1999	4		1a
Midland Press Corp	Scott	Davenport	\$17,638.00	5/11/1999	60	94	2b
North Star Steel Iowa	Muscatine	Wilton	\$25,000.00	5/11/1999	320	349	2b
Rogan Incorporated	Scott	Bettendorf	\$23,809.00	5/11/1999	10		1a
Quad City Testing Laboratory	Scott	Davenport	\$10,197.00	2/22/1999	7	7	2a2
Threaded Products Inc	Scott	Davenport	\$11,666.00	1/29/1999	20		1a
Sears Manufacturing Co	Scott	Davenport	\$25,000.00	1/20/1999	8	8	2a
Preston Times Newspaper	Jackson	Preston	\$4,999.00	11/19/1998	3	3	2a
Graphic Image Inc	Scott	Davenport	\$9,714.00	10/15/1998	15		1a
lbp Inc	Louisa	Columbus	\$24,948.00	9/25/1998	20		3a
International Paper Co	Clinton	Clinton	\$25,000.00	9/25/1998	100	165	2b
Sivyer Steel Corp	Scott	Bettendorf	\$14,640.00	9/25/1998	60		1a
Grand Total			\$1,385,922.00		3927	1004	

1 - Active projects
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2 - Completed projects
a - Obligated number trained
b - Additional numbers trained
c - Completed unutilized funds
- unutilized funds to be returned
* - monies have been returned

3 - Withdrawn/Cancelled projects
a - Monies not drawn
b - Monies drawn have been returned
c - Monies drawn to be returned

4 - Default training completed
Not enough students trained funds yet to be returned

Iowa Jobs Training Program 260F Comm. College Business Network Projects

Business	County	Town	Amount Award	Approval Date	# to be Trained	Actual # Trained	Coding Status
Eicc Gadc Business Network			\$59,182.00	3/11/2003	33		1b
Lake Mills Graphic	Winnebago	Lake Mills	\$0.00	3/11/2003	1		1b
Color Fx	Polk	Urbandale	\$0.00	3/11/2003	2		1b
Hampton Publishing Company	Franklin	Hampton	\$0.00	3/11/2003	1		1b
Jifi Print Company, Inc.	Webster	Fort Dodge	\$0.00	3/11/2003	1		1b
Lauren's House Of Print	Pocahontas	Laurens	\$0.00	3/11/2003	1		1b
Land-O-Lakes Printing Services	Webster	Fort Dodge	\$0.00	3/11/2003	1		1b
Heartland Communications Group Inc.	Webster	Fort Dodge	\$0.00	3/11/2003	10		1b
Wright County Monitor	Wright	Clarion	\$0.00	3/11/2003	2		1b
Red Oak Express	Montgomery	Red Oak	\$0.00	3/11/2003	7		1b
The Messenger	Webster	Fort Dodge	\$0.00	3/11/2003	6		1b
Industry Marketing Solutions	Webster	Fort Dodge	\$0.00	3/11/2003	1		1b
Eicc Web Press Operator Training			\$8,745.00	10/31/2001			1a
Tribune Newspapers Inc	Shelby	Harlan	\$0.00	10/31/2001	1		1a
Herald Publishing Co	Carroll	Carroll	\$0.00	10/31/2001	1		1a
The Tribune	Story	Ames	\$0.00	10/31/2001	2		1a
The Denison Bulletin & Review	Crawford	Denison	\$0.00	10/31/2001	1		1a
Guthrie Center Newspaper	Guthrie	Guthrie Center	\$0.00	10/31/2001	1		1a
Lemars Daily Sentinel	Plymouth	Le Mars	\$0.00	10/31/2001	1		1a
Bandag Training & Development			\$49,450.00	10/10/2000			1b
Kyger Truck Tire Center	Polk	Des Moines	\$0.00	10/10/2000	3		1b
Kyger Truck Tire Center	Linn	Cedar Rapids	\$0.00	10/10/2000	3		1b
T & W Tire And Retreading	Woodbury	Sioux City	\$0.00	10/10/2000	3		1b
Rogers Tire Services	Webster	Fort Dodge	\$0.00	10/10/2000	3		1b
Jacks Ok Tire Service	Kossuth	Algona	\$0.00	10/10/2000	3		1b
Eastern Iowa Tire	Scott	Davenport	\$0.00	10/10/2000	3		1b
Eastern Iowa Tire	Polk	Des Moines	\$0.00	10/10/2000	3		1b
Bandag Inc	Muscatine	Muscatine	\$0.00	10/10/2000	19		1b
Prepress Software			\$128,685.00	10/6/2000			1b
Clarinda Company	Page	Clarinda	\$0.00	10/6/2000	56		1b
Tribune Newspaper Inc	Shelby	Harlan	\$0.00	10/6/2000	1		1b
Southwestern Iowa Publishing Co	Pottawattamie	Council Bluffs	\$0.00	10/6/2000	15		1b
Democrat Corp	Lee	Fort Madison	\$0.00	10/6/2000	6		1b
Mt Pleasant News	Henry	Mt Pleasant	\$0.00	10/6/2000	3		1b
Louise Publishing Co Ltd	Louise	Wapallo	\$0.00	10/6/2000	3		1b
Doran Ward Printing Co	Des Moines	Burlington	\$0.00	10/6/2000	3		1b
Smurfit Stone Container Corp	Woodbury	Sioux City	\$0.00	10/6/2000	4		1b
Sioux City Journal	Woodbury	Sioux City	\$0.00	10/6/2000	10		1b
American Identity	Sioux	Orange City	\$0.00	10/6/2000	6		1b
Lyon Sioux Press Inc	Lyon	Rock Rapids	\$0.00	10/6/2000	3		1b
Plum Publishing Inc	Sioux	Orange City	\$0.00	10/6/2000	2		1b
Certified Retreading Technician Program			\$77,335.00	5/10/2000			1a
Kyger Truck Tire Center	Polk	Des Moines	\$0.00	5/10/2000	2		1a
Kyger Truck Tire Center	Linn	Cedar Rapids	\$0.00	5/10/2000	2		1a
T & W Tire And Retreading	Woodbury	Sioux City	\$0.00	5/10/2000	2		1a
Rogers Tire Service	Webster	Fort Dodge	\$0.00	5/10/2000	3		1a
Jacks Ok Tire Service	Kossuth	Algona	\$0.00	5/10/2000	3		1a
Eastern Iowa Tire	Scott	Davenport	\$0.00	5/10/2000	10		1a
Eastern Iowa Tire	Polk	Des Moines	\$0.00	5/10/2000	10		1a
Bandag Inc	Muscatine	Muscatine	\$0.00	5/10/2000	1		1a
Graphics Inc	Winneshiek	Calmar	\$134,914.00	9/30/1999	2		1a
Times Citizen Communications	Hardin	Iowa Falls	\$0.00	9/30/1999	11		1a
Flynn Printing & Graphics	Dubuque	Dubuque	\$0.00	9/30/1999	2		1a
News Publishing Co	Clayton	Elkader	\$0.00	9/30/1999	4		1a
Times Plain Dealer	Howard	Cresco	\$0.00	9/30/1999	2		1a
General Publishing & Binding	Hardin	Iowa Falls	\$0.00	9/30/1999	2		1a
Newspapers Of Fayette Co. Inc	Fayette	Elgin	\$0.00	9/30/1999	3		1a
Antique Trader Publications Inc	Dubuque	Dubuque	\$0.00	9/30/1999	13		1a
Times Republican	Marshall	Marshalltown	\$0.00	9/30/1999	6		1a
Outlook Publishing	Clayton	Monona	\$0.00	9/30/1999	2		1a
Eddie Bowers Publishing Inc	Dubuque	Dubuque	\$0.00	9/30/1999	2		1a
Loras College	Dubuque	Dubuque	\$0.00	9/30/1999	3		1a
Copyworks	Dubuque	Dubuque	\$0.00	9/30/1999	2		1a
K&K Logo Designs Ltd	Iowa	Dyersville	\$0.00	9/30/1999	1		1a
Main St Office Supply & Printing	Delaware	Manchester	\$0.00	9/30/1999	1		1a
Sutherland Co	Poweshiek	Montezuma	\$0.00	9/30/1999	1		1a
Print Source	Linn	Cedar Rapids	\$0.00	9/30/1999	3		1a

1 - Active projects
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- unutilized funds to be returned
* - monies have been returned

3 - Withdrawn/Cancelled projects
a - Monies not drawn
b - Monies drawn have been returned
c - Monies drawn to be returned

4 - Default training completed
Not enough students trained/funds yet to be returned

Business	County	Town	Amount Award	Approval Date	# to be Trained	Actual # Trained	Coding Status
Slechta Communications Inc	Washington	Kalona	\$0.00	9/30/1999	7		1a
Acme Graphics Inc	Linn	Cedar Rapids	\$0.00	9/30/1999	3		1a
Julin Printing Co Inc	Jones	Monticello	\$0.00	9/30/1999	5		1a
Steadman Graphics Inc	Linn	Cedar Rapids	\$0.00	9/30/1999	2		1a
Waukon Standard	Allamakee	Waukon	\$0.00	9/30/1999	6		1a
Heritage Printing	Dubuque	Dyersville	\$0.00	9/30/1999	2		1a
Technigraphics Inc	Johnson	Iowa City	\$0.00	9/30/1999	1		1a
Gazette Communications	Linn	Cedar Rapids	\$0.00	9/30/1999	21		1a
Congdon Printing & Imaging	Black Hawk	Cedar Falls	\$0.00	9/30/1999	7		1a
Car Pac Publishing	Benton	Vinton	\$0.00	9/30/1999	3		1a
Speed Print	Linn	Cedar Rapids	\$0.00	9/30/1999	2		1a
Mccleery Cumming Co Inc	Washington	Washington	\$0.00	9/30/1999	2		1a
Printers Training			\$151,425.00	12/4/1998			1a
Dimensional Graphics Corp	Cerro Gordo	Mason City	\$0.00	12/4/1998	1		1a
Bawden Printing	Scott	Eldridge	\$0.00	12/4/1998	10		1a
Manly Signal	Worth	Manly	\$0.00	12/4/1998	1		1a
Standard Register	Adams	Corning	\$0.00	12/4/1998	4		1a
Belmond Independent	Wright	Belmond	\$0.00	12/4/1998	2		1a
Stone Tablets Spec Pr	Taylor	Bedford	\$0.00	12/4/1998	2		1a
Winnebago Industries	Hancock	Forest City	\$0.00	12/4/1998	5		1a
Red Oak Express	Montgomery	Red Oak	\$0.00	12/4/1998	3		1a
Benjamin F Carter Jr	Winnebago	Forest City	\$0.00	12/4/1998	1		1a
Winterset Madsonian	Madison	Winterset	\$0.00	12/4/1998	10		1a
Thompson Courier & Rake Register	Winnebago	Thompson	\$0.00	12/4/1998	1		1a
Mitchell County Press News	Mitchell	Osage	\$0.00	12/4/1998	5		1a
K-T Industries	O'brien	Sheldon	\$0.00	12/4/1998	3		1a
Burg Studios	Sioux	Orange City	\$0.00	12/4/1998	1		1a
Union Camp Corp	Osceola	Sibley	\$0.00	12/4/1998	2		1a
Med-Tec Inc	Sioux	Orange City	\$0.00	12/4/1998	1		1a
Keith M Merrick Co	Osceola	Sibley	\$0.00	12/4/1998	6		1a
Demco	Sioux	Boyden	\$0.00	12/4/1998	14		1a
K-Products	Sioux	Orange City	\$0.00	12/4/1998	20		1a
Pluim Publishing	Sioux	Orange City	\$0.00	12/4/1998	8		1a
Southeastern Community College	Des Moines	West	\$0.00	12/4/1998	3		1a
Creston Publishing Co	Union	Creston	\$0.00	12/4/1998	4		1a
Adams County Free Press	Adams	Corning	\$0.00	12/4/1998	3	11	2b
Mount Ayr Record News	Ringold	Mt Ayr	\$0.00	12/4/1998	5	8	2b
Villisca Review	Montgomery	Villisca	\$0.00	12/4/1998	1	4	2b
Bedford Times Press	Taylor	Bedford	\$0.00	12/4/1998	2	5	2b
Midwest Publishing & Marketing Co	Scott	Davenport	\$0.00	12/4/1998	3		1a
Minuteman Press	Scott	Davenport	\$0.00	12/4/1998	1		1a
Maquoketa Web Press	Jackson	Maquoketa	\$0.00	12/4/1998	10		1a
North Scott Press Inc	Scott	Eldridge	\$0.00	12/4/1998	6		1a
Midland Press Corp	Scott	Davenport	\$0.00	12/4/1998	8		1a
Muscatine Journal	Muscatine	Muscatine	\$0.00	12/4/1998	16		1a
Pinney Printing Co	Clinton	Clinton	\$0.00	12/4/1998	2		1a
Clinton Printing Co	Clinton	Clinton	\$0.00	12/4/1998	1		1a
Grand Total			\$609,736.00		544	28	

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Not enough students trained funds yet to be returned

Iowa Jobs Training Program 260F Community College Consortium Projects

Business	County	Town	Amount Award	Approval Date	# to be Trained	Actual # Trained	Coding Status
Eicc Muscatine Learning Consortium			\$50,000.00	10/23/2002			1b
H. J. Heinz	Muscatine	Muscatine		8/8/2002	25		1b
Monsanto	Muscatine	Muscatine		8/8/2002	30		1b
Allsteel Inc.	Muscatine	Muscatine		8/8/2002	10		1b
The Hon Company Office Bldg.	Muscatine	Muscatine		8/8/2002	15		1b
Varied Investments, Inc. (Gpc, Fvi)	Muscatine	Muscatine		8/8/2002	25		1b
Bandag Incorporated	Muscatine	Muscatine		8/8/2002	25		1b
Eicc Muscatine Learning Consortium			\$50,000.00	5/2/2001			1a
H J Heinz	Muscatine	Muscatine	\$0.00	5/2/2001	25		1a
Allsteel Inc	Muscatine	Muscatine	\$0.00	5/2/2001	10		1a
Varied Investments Inc	Muscatine	Muscatine	\$0.00	5/2/2001	25		1a
Monsanto	Muscatine	Muscatine	\$0.00	5/2/2001	25		1a
The Hon Company Office Bldg	Muscatine	Muscatine	\$0.00	5/2/2001	15		1a
Bandag Incorporated	Muscatine	Muscatine	\$0.00	5/2/2001	25		1a
Zenger Miller Frontline Leadership Training			\$25,641.00	10/13/2000	54		1a
Ma Ford Mfg Co Inc	Scott	Davenport	\$0.00	10/13/2000	18	20	2b
Katun Corporation	Scott	Davenport	\$0.00	10/13/2000	20	20	2a
The Brandt Company	Scott	Davenport	\$0.00	10/13/2000	10		1a
Hardi Midwest Inc	Scott	Davenport	\$0.00	10/13/2000	6	10	2b
Supervisory Training			\$19,305.00	5/11/2000			1a
Douglas Industries Inc	Scott	Eldridge	\$0.00	5/11/2000	10		1a
West Liberty Foods	Muscatine	West Liberty	\$0.00	5/11/2000	4		1a
Plasticraft Mfg Co Inc	Muscatine	Wilton	\$0.00	5/11/2000	4		1a
Mccrabb Probe A Load Inc	Muscatine	West Liberty	\$0.00	5/11/2000	1		1a
Stuhr Enterprises Inc	Muscatine	Wilton	\$0.00	5/11/2000	3		1a
Wilton Telephone Company	Muscatine	Wilton	\$0.00	5/11/2000	7		1a
North Star Steel Co	Muscatine	Wilton	\$0.00	5/11/2000	6		1a
Community College Supervisory Consortium			\$40,478.00	1/19/2000	96		1a
Kings Material Inc	Scott	Bettendorf	\$0.00	1/19/2000	1		1a
Musco Lighting Inc	Muscatine	Muscatine	\$0.00	1/19/2000	4		1a
Bee Line Company	Scott	Bettendorf	\$0.00	1/19/2000	4		1a
Baylers Ornamental Iron Inc	Scott	Bettendorf	\$0.00	1/19/2000	4		1a
Sivyer Steel	Scott	Bettendorf	\$0.00	1/19/2000	54		1a
Hoffmann Inc	Muscatine	Muscatine	\$0.00	1/19/2000	10		1a
Carver Pump Company	Muscatine	Muscatine	\$0.00	1/19/2000	14		1a
Mckee Button Co	Muscatine	Muscatine	\$0.00	1/19/2000	5		1a
Dewitt Consortium	Clinton	Dewitt	\$32,970.00	4/1/1999			2a
Car Freshner Corp	Clinton	Dewitt	\$0.00	4/1/1999	7	7	2a
Custom Pak Inc	Clinton	Dewitt	\$0.00	4/1/1999	4		2a
Jrp Cpmpany Inc	Clinton	Dewitt	\$0.00	4/1/1999	8	8	2a
Seventh Ave Inc	Clinton	Dewitt	\$0.00	4/1/1999	3		2a
Iowa Mutual Insurance Co	Clinton	Dewitt	\$0.00	4/1/1999	43	44	2b
Frontline Leadership Business Consortium	Jackson	Maquoketa	\$50,000.00	2/3/1999	40		1a
Dynagear Oil Pumps	Jackson	Maquoketa	\$0.00	2/3/1999	10	11	2b
Jackson Industries	Jackson	Maquoketa	\$0.00	2/3/1999	5		1a
M-C Industries	Jackson	Maquoketa	\$0.00	2/3/1999	1	1	2a
Pacific Coast Feather Co	Jackson	Maquoketa	\$0.00	2/3/1999	6		1a
Plastics Unlimited Inc	Jackson	Preston	\$0.00	2/3/1999	2	4	2b
Precision Metal Works	Jackson	Maquoketa	\$0.00	2/3/1999	9		1a
Bundy S & H	Jackson	Maquoketa	\$0.00	2/3/1999	6		1a
Spartan Co	Jackson	Maquoketa	\$0.00	2/3/1999	1		1a
Woodform Inc	Jackson	Maquoketa	\$0.00	2/3/1999	5		1a
Eastern Iowa Community College	Scott	Davenport	\$6,750.00	1/15/1999	200		2b
Apac Teleservices	Scott	Davenport	\$0.00	1/15/1999	2	2	2b
Stanley Consultants Inc	Muscatine	Muscatine	\$0.00	1/15/1999	2	2	2b
Hahn Ready Mix	Muscatine	Muscatine	\$0.00	1/15/1999	1	1	2b
Temp Associates	Muscatine	Muscatine	\$0.00	1/15/1999	2	2	2b
New Avenues Inc	Scott	Davenport	\$0.00	1/15/1999	1	1	2b
Midwest Janitorial Service Inc	Scott	Davenport	\$0.00	1/15/1999	1	1	2b
Brenton Bank	Polk	Des Moines	\$0.00	1/15/1999	1	1	2b
Dac Inc	Jackson	Maquoketa	\$0.00	1/15/1999	1	1	2b
Farm Bureau Financial Services	Scott	Eldridge	\$0.00	1/15/1999	1	1	2b
Midwest Thermal Insulation	Scott	Davenport	\$0.00	1/15/1999	3	3	2b
Communications Data Services Inc	Muscatine	Wilton	\$0.00	1/15/1999	3	3	2b
Firststar Bank Iowa Na	Linn	Cedar Rapids	\$0.00	1/15/1999	1	1	2b
Collis Inc	Clinton	Clinton	\$0.00	1/15/1999	2	2	2b
Guardian Industries	Clinton	Dewitt	\$0.00	1/15/1999	1	1	2b
Grand Total			\$275,144.00		762	347	

1 - Active projects
a - Completed awaiting final reports
b - Ongoing training

2 - Completed projects
a - Obligated number trained
b - Additional numbers trained
c - Completed unutilized funds
- unutilized funds to be returned
* - monies have been returned

3 - Withdrawn/Cancelled projects
a - Monies not drawn
b - Monies drawn have been returned
c - Monies drawn to be returned

4 - Default training completed
Not enough students trained/funds yet to be returned



Olsen Engineering is a manufacturer of precision pins and bushings for original equipment manufacturers involved in the agriculture and construction equipment industry. The company was established in 1972 and is located in Eldridge. It had been growing rapidly and had taken advantage of the Iowa New Jobs Training program (260-E) on two occasions as they increased their employment from 40 to 200.

The training funds generated through the 260-E program became critical to Olsen Engineering in November 2000, when a mid-morning fire destroyed most of their facility. The company was in risk of losing their major customer and was in a crisis situation.

Eastern Iowa Community College District was asked to assist in bringing various training resources together to help them rebuild the company through upgrading employee skills from manual machining to a higher CNC machining skill level. This would insure that the jobs would not be lost to the community of Eldridge. Through the 260-E funds, the employees participated in an assessment process to determine their skill levels in CNC and Quality issues. Based on the results, an on-site program was developed that included basic skills and CNC training. This allowed the employees to be able to operate the new CNC equipment as soon as it arrived at their rebuilt facility and continue to meet customer-scheduling demands.

Plant manager Mark Dawson responds when asked about the 260-E program, "the ability of the community college to meet our training needs at such a critical time in our company's history was especially important to our survival, the continued employment of our employees and meeting our customers' demands. The Iowa New Jobs Training Program was essential to our being able to afford the training at a time when finances were stretched to the limit."

Industrial New Jobs Training Program 260E Projects

Business	County	Town	Amount of Award	Approval Date	Planned # of Jobs	Highest # of Jobs
Grafc0 Industries	Scott	Bettendorf	\$235,000.00	7/29/1998	92	92
Genesis Systems Group Ltd	Scott	Davenport	\$445,000.00	7/30/1998	75	25
Hon2 Industries Inc	Muscatine	Muscatine	\$3,175,000.00	11/29/1998	423	423
Case Corporation	Scott	Davenport	\$750,000.00	3/27/1999	60	60
Solar Plastics (Upper Midwest Industries)	Scott	Davenport	\$75,000.00	4/2/1999	35	35
Construction Fasteners	Cedar	Durant	\$265,000.00	4/6/1999	61	61
Monsanto Co	Muscatine	Muscatine	\$205,000.00	4/9/1999	25	25
Packagin Technologies	Scott	Davenport	\$85,000.00	4/13/1999	18	18
Communications Data Services Inc	Muscatine	Wilton	\$125,000.00	4/18/1999	82	82
Jrb Co Inc	Clinton	De Witt	\$185,000.00	4/29/1999	40	40
Ralston Purina	Scott	Davenport	\$175,000.00	5/4/1999	23	23
Hon2 Industries Inc	Muscatine	Muscatine	\$2,295,000.00	4/30/2000	390	390
Per Mar Securities	Scott	Davenport	\$305,000.00	4/30/2000	152	152
Packagin Technologies	Scott	Davenport	\$25,000.00	5/1/2000	35	35
Phoenix Closures Inc	Scott	Davenport	\$125,000.00	5/10/2000	43	32
Von Maur Inc	Scott	Davenport	\$325,000.00	5/10/2000	95	95
Plasti Paint Inc	Clinton	Dewitt	\$110,000.00	5/12/2000	60	40
Engineered Rubber Products	Muscatine	West Liberty	\$18,000.00	5/13/2000	86	75
Data Dimensions	Clinton	Clinton	\$115,000.00	5/16/2000	30	30
Kalot Industries Inc	Clinton	Camanche	\$45,000.00	5/17/2000	25	25
Dynagear Oil Pumps Inc	Jackson	Maquoketa	\$105,000.00	5/19/2000	18	18
Heinz Co	Muscatine	Muscatine	\$135,000.00	5/19/2000	20	20
Maverick Industries Inc	Clinton	Camanche	\$40,000.00	6/1/2000	27	0
Rock Tenn Company	Clinton	Clinton	\$90,000.00	6/18/2000	16	16
Sears Manufacturing Co	Scott	Davenport	\$675,000.00	10/12/2000	138	138
Collis Inc	Clinton	Clinton	\$200,000.00	7/9/2001	95	95
Rock Tenn Company	Clinton	Clinton	\$620,000.00	7/9/2001	90	90
Brazeway Inc	Clinton	Dewitt	\$290,000.00	7/9/2001	96	83
Car Fresher	Clinton	Dewitt	\$50,000.00	7/9/2001	30	30
Hon2 Industries Inc	Muscatine	Muscatine	\$905,000.00	7/9/2001	113	113
West Liberty Foods	Muscatine	West Liberty	\$265,000.00	7/9/2001	116	116
Per Mar Securities	Scott	Davenport	\$215,000.00	7/9/2001	79	79
Sentry Insurance A Mutual Co	Scott	Davenport	\$1,735,000.00	7/9/2001	200	200
American Finishing Resources	Scott	Eldridge	\$45,000.00	7/9/2001	10	10
Von Hoffmann Graphics	Scott	Eldridge	\$560,000.00	7/9/2001	95	95
Gi Plastek	Clinton	De Witt	\$150,000.00	4/23/2002	29	29
Hon2 Industries Inc	Muscatine	Muscatine	\$800,000.00	4/23/2002	56	56
Rock Tenn Company	Clinton	Clinton	\$190,000.00	4/28/2002	30	30
Stevens Industries	Muscatine	Muscatine	\$160,000.00	4/28/2002	25	20
Oscar Mayer Foods Corp	Scott	Davenport	\$275,000.00	4/28/2002	84	84
Per Mar Securities	Scott	Davenport	\$490,000.00	4/28/2002	302	302
Family Dollar Services, Inc.	Jackson	Maquoketa	\$2,800,000.00	4/29/2002	500	500
Musco Sports Lighting	Muscatine	Muscatine	\$80,000.00	4/29/2002	40	40
Metal-Tech Mfg Inc	Clinton	Clinton	\$60,000.00	4/30/2002	15	15
Litton Systems Inc	Scott	Davenport	\$255,000.00	4/30/2002	29	29
Hardi Midwest	Scott	Davenport	\$135,000.00	4/25/2003	35	35
Cml U.S.A.	Scott	Davenport	\$110,000.00	4/26/2003	14	7
Kalot Industries Inc	Clinton	Camanche	\$65,000.00	4/28/2003	15	15
Lamson & Sessions	Clinton	Clinton	\$30,000.00	4/28/2003	12	12
Ofc Panel Processing	Muscatine	Muscatine	\$45,000.00	4/28/2003	18	12
The Schebler Company	Scott	Bettendorf	\$115,000.00	4/28/2003	17	17
Katun Corp	Scott	Davenport	\$105,000.00	4/28/2003	45	45
Marco Group International	Scott	Davenport	\$175,000.00	4/28/2003	21	15
Nestle Purina	Scott	Davenport	\$150,000.00	4/28/2003	16	16
Swiss Valley Farms	Scott	Davenport	\$165,000.00	4/28/2003	14	14
Twin City Holland Industries	Scott	Davenport	\$95,000.00	4/28/2003	26	26
Industrial Packaging Corporation	Muscatine	Wilton	\$65,000.00	4/29/2003	25	25
Totals For 57 Contracts :			\$21,528,000.00		4,361	4,205

Area X
Kirkwood Community College

Dee Baird
Kirkwood Community College
6301 Kirkwood Blvd SW
Cedar Rapids, IA 52406
319.398.5886



260F Case Study Kirkwood Community College Hawkeye Foodservice Distribution, Inc.

Hawkeye Foodservice Distribution, Inc. is a Wholesale Foodservice Distributor headquartered in Coralville, Iowa with additional distribution centers in Danville, Illinois and Fairmont, Minnesota. Hawkeye employs roughly 400 people with job duties ranging from truck drivers, warehouse workers and clerical staff to Vice Presidents of Operations, Sales and Chief Financial Officer. With such a broad range of employees and taking into consideration the diverse hours of the employment base, choosing training topics and scheduling of such presented a challenge.

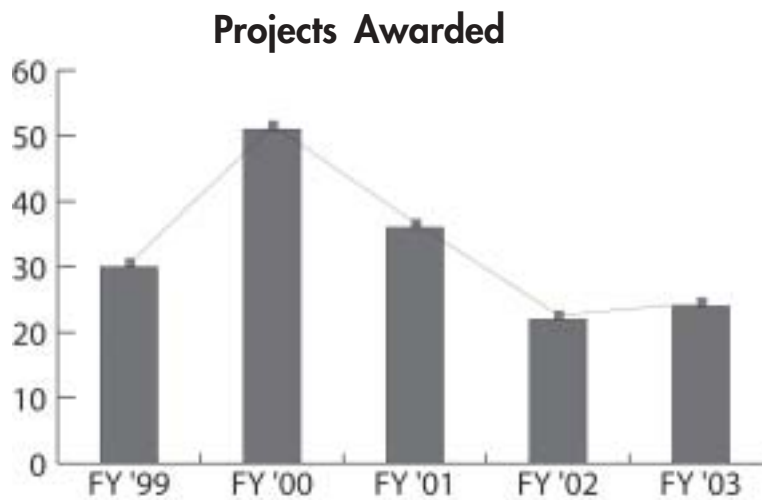
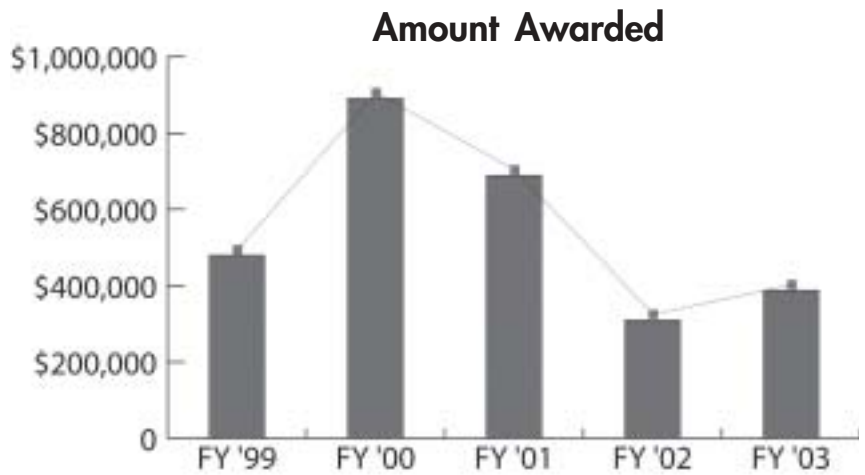
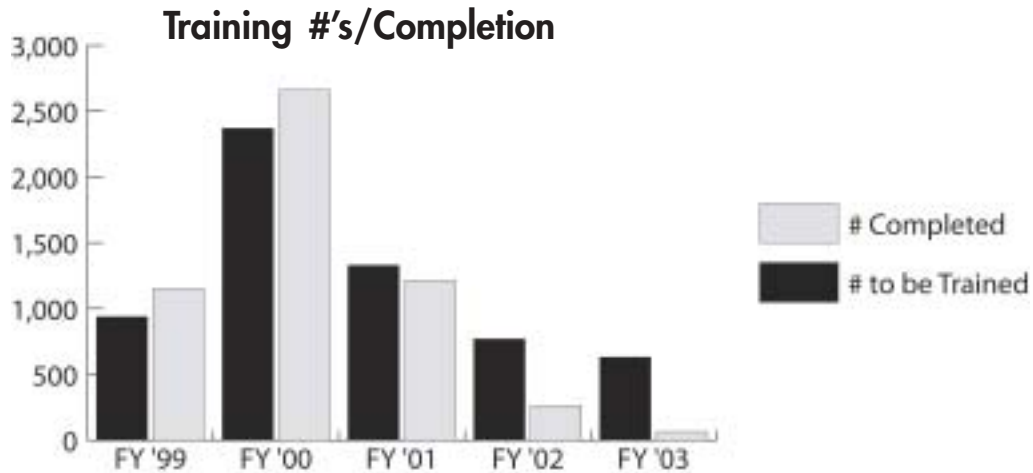
Hawkeye partnered with Kirkwood Community College many years ago and in multiple capacities. We started with the 260F program for our Company alone. After seeing the benefits to our Company and employees, we partnered with other companies in the 260F Business Partners program. As we were reaping the benefits of our motivated and trained staff, and with the growth of business and our employee base, we partnered again with Kirkwood in the 260E New Jobs Program.

Utilizing the funds from the 260F program, Hawkeye has offered training on broad topics such as Using Excel, How to Handle Difficult People and Delegating Effectively to position specific conference/trainings on topics such as computer programming for the Information Systems staff. Offering topics for all employees that are job specific provides them the opportunity to keep up with the current skills necessary to be efficient, effective, qualified and motivated members of the team. Allowing people to learn about one another's personalities (through Colors) to teaching the non-financial person to understand financial information provides us with further dedicated employees.

Effectively managing the available 260F funds to capture the most employees led us to begin with the Management team and Colors training. This was one of the most enlightening and fun seminars our management team has experienced. As a member of the management team a seminar participate, I was excited to learn something about myself, my fellow leaders and apply that to our day-to-day interactions. This kind of training, which allows for personal and professional growth, is what creates the qualified and motivated employees of our Company.

As a growing business in Iowa, competing for the best employees, we recognize the need to recruit and retain these people. By partnering with Kirkwood Community College, we have been able to recruit and especially retain motivated and skilled employees, which is critical to the continued success of our business.

Iowa Jobs Training Program 260F Kirkwood Community College



Iowa Jobs Training Program 260F Individual Business Projects

Business	County	Town	Amount Award	Approval Date	# to be Trained	Actual # Trained	Coding Status
Klinger Pain Co., Inc.	Linn	Cedar Rapids	\$20,000.00	5/7/2003	19		1b
Amana Refrigeration Products	Iowa	Amana	\$20,000.00	5/5/2003	20		1b
Apache Hose & Belting Company, Inc.	Linn	Cedar Rapids	\$19,800.00	5/1/2003	40		1b
Adtrack	Linn	Cedar Rapids	\$3,432.00	4/30/2003	15		1b
Norwood Souvenir	Linn	Cedar Rapids	\$15,125.00	4/30/2003	40		1b
Lil Drug Store Products, Inc.	Linn	Cedar Rapids	\$14,025.00	4/28/2003	40		1b
The Freedom Group, Inc.	Linn	Cedar Rapids	\$20,000.00	3/21/2003	12	12	2a
Ahmann Design Inc.	Linn	Hiawatha	\$2,750.00	3/3/2003	6		1b
American Profol, Inc.	Linn	Cedar Rapids	\$12,473.00	3/3/2003	45	45	2a
Norwood Souvenir	Linn	Cedar Rapids	\$9,515.00	2/24/2003	15		1b
Proctor & Gamble	Johnson	Iowa City	\$25,000.00	2/7/2003	8		1b
Hunter's Specialties	Linn	Cedar Rapids	\$20,000.00	11/3/2002	40		1b
J & A Printing, Inc.	Linn	Hiawatha	\$7,893.00	11/3/2002	8	8	2a
J & P Cycles, Inc.	Jones	Anamosa	\$20,000.00	11/3/2002	15		1b
Johnson Gas Appliance Co.	Linn	Cedar Rapids	\$16,500.00	11/3/2002	75		1b
Orbis	Jones	Monticello	\$15,180.00	11/3/2002	18		1a
Amana Refrigeration Products	Iowa	Amana	\$20,000.00	11/1/2002	20		1b
Fiserv Life Insurance Solutions	Linn	Cedar Rapids	\$20,000.00	11/1/2002	60		1b
Rockwell Collins Coralville	Johnson	Coralville	\$20,000.00	11/1/2002	25		1b
Rockwell Collins Coralville #2	Johnson	Coralville	\$20,000.00	11/1/2002	25		1b
The Gazette Company	Linn	Cedar Rapids	\$20,000.00	11/1/2002	10		1b
Ideal Industries, Inc.	Benton	Vinton	\$20,000.00	10/31/2002	25		3a
Intertrade LTC	Linn	Cedar Rapids	\$6,600.00	10/31/2002	30		1b
Ledford Engineering Company, Inc.	Linn	Cedar Rapids	\$20,000.00	10/31/2002	20		1b
Crane Valve North America	Washington	Washington	\$15,698.00	5/22/2002	30		1b
Genencor International	Linn	Cedar Rapids	\$12,925.00	5/22/2002	85		1b
Genencor International #2	Linn	Cedar Rapids	\$14,668.00	5/22/2002	15		1b
Hawkeye Foodservice Distribution Inc	Johnson	Coralville	\$18,150.00	5/22/2002	10	15	2b
In Tolerance	Linn	Cedar Rapids	\$10,450.00	5/22/2002	24		1b
Premier Sheep Suppliers Ltd	Washington	Washington	\$12,177.00	5/22/2002	12		1b
Msi Mold Builders	Linn	Cedar Rapids	\$20,000.00	5/9/2002	30		1b
Weyerhaeuser	Linn	Cedar Rapids	\$15,950.00	4/2/2002	30		1b
American Profol	Linn	Cedar Rapids	\$12,972.00	3/16/2002	40	40	2a
Diamond V Mills Inc	Linn	Cedar Rapids	\$18,361.00	3/16/2002	50		1a
Evergreen Packaging Equipment	Linn	Cedar Rapids	\$6,014.00	3/16/2002	37	37	2a
The Freedom Group Inc	Linn	Cedar Rapids	\$20,000.00	3/16/2002	50	112	2b
Iowa Wireless Services Lp	Polk	Urbandale	\$3,616.00	3/5/2002	4	5	2b2
Wendler Engineering & Constructin Inc	Iowa	South Amana	\$2,970.00	3/5/2002	48		1b
Lil Drug Store Products Inc	Linn	Cedar Rapids	\$20,000.00	1/17/2002	15		1a
Hirail Corporation	Linn	Lisbon	\$11,880.00	12/10/2001	17		1b
Penwest Pharmaceutical	Linn	Cedar Rapids	\$11,000.00	12/10/2001	26		3a
Pmx Industries Inc #1	Linn	Cedar Rapids	\$20,000.00	12/10/2001	126		1a
Pmx Industries Inc #2	Linn	Cedar Rapids	\$20,000.00	12/10/2001	71		1a
Tiedt Enterprises Inc	Johnson	Iowa City	\$20,000.00	12/10/2001	12	12	2a
Hawkeye Foodservice Distribution Inc	Johnson	Coralville	\$15,025.00	10/10/2001	25	27	2b
Oral B Laboratories	Johnson	Iowa City	\$8,484.00	9/27/2001	12	14	2b2
Keane Inc #1	Linn	Cedar Rapids	\$5,754.00	6/8/2001	2	2	2a
J & P Cycles	Jones	Anamosa	\$14,355.00	5/12/2001	23	23	2a
Dad Manufacturing Inc	Linn	Hiawatha	\$24,872.00	5/8/2001	40	55	2b
Keane Inc #2	Linn	Cedar Rapids	\$9,037.00	5/8/2001	7		3b
Iowa Fluid Power	Linn	Cedar Rapids	\$5,831.00	5/3/2001	25	31	2b2

1 - Active projects
a - Completed awaiting final reports
b - Ongoing training

2- Completed projects
a - Obligated number trained
b - Additional numbers trained
c - Completed unutilized funds
- unutilized funds to be returned
* - monies have been returned

3 - Withdrawn/Cancelled projects
a - Monies not drawn
b - Monies drawn have been returned
c - Monies drawn to be returned

4 - Default training completed
Not enough students trained funds yet to be returned

Business	County	Town	Amount Award	Approval Date	# to be Trained	Actual # Trained	Coding Status
Ross Marketing Inc	Linn	Hiawatha	\$4,576.00	4/19/2001	13	13	2a
M C Industries	Jones	Monticello	\$14,674.00	4/17/2001	28	28	2a
Image Media Group Inc	Linn	Cedar Rapids	\$25,000.00	4/10/2001	25		1a
J-Tec Associates Inc	Linn	Cedar Rapids	\$9,983.00	4/10/2001	18		3a
Penford Products Company	Linn	Cedar Rapids	\$25,000.00	4/5/2001	150	137	2c2
Rockwell Collins #1	Linn	Cedar Rapids	\$25,000.00	3/27/2001	50	50	2a
Rockwell Collins #2	Linn	Cedar Rapids	\$25,000.00	3/27/2001	50	50	2a
Rockwell Collins #3	Linn	Cedar Rapids	\$24,750.00	3/27/2001	50	50	2a
Rockwell Collins #4	Linn	Cedar Rapids	\$25,000.00	3/27/2001	50	50	2a
Rockwell Collins #5	Linn	Cedar Rapids	\$25,000.00	3/27/2001	50	50	2a
Rockwell Collins #6	Linn	Cedar Rapids	\$25,000.00	3/27/2001	50	50	2a
Dkm Manufacturing Inc	Iowa	Victor	\$13,150.00	3/20/2001	10		1a
Siemens Transportation System #2	Linn	Cedar Rapids	\$25,000.00	3/20/2001	5	11	2b
Siemens Transportation Systems Inc #2	Linn	Cedar Rapids	\$25,000.00	3/20/2001	5	17	2b
Ahmann Design Inc	Linn	Hiawatha	\$4,840.00	3/13/2001	3	3	2a
Mci Worldcom	Linn	Cedar Rapids	\$24,832.00	3/7/2001	20	20	2a
The Quaker Oats Company	Linn	Cedar Rapids	\$9,547.00	2/20/2001	10	15	2b
S & C Machining Inc	Cedar	Tipton	\$5,501.00	2/14/2001	20	22	2b
Act Inc	Johnson	Iowa City	\$25,000.00	2/7/2001	28	28	2a
Stamats Communication Inc #2	Linn	Cedar Rapids	\$25,000.00	2/7/2001	11		1a
Stamats Communications Inc	Linn	Cedar Rapids	\$25,000.00	2/7/2001	28		1a
Acme Electric Company	Linn	Cedar Rapids	\$13,150.00	1/3/2001	16	16	2a
Ccb Packaging	Linn	Hiawatha	\$25,000.00	1/3/2001	75	75	2a
Image Media Group Inc	Linn	Cedar Rapids	\$25,000.00	12/19/2000	40		1a
Hawkeye State Scale	Linn	Cedar Rapids	\$25,000.00	12/1/2000	5	5	2a
Cedar Graphics Inc	Linn	Hiawatha	\$7,425.00	10/5/2000	7	10	2b2
Riverstone Inc	Linn	Lisbon	\$21,895.00	9/29/2000	35		
Rockwell Collins	Linn	Hiawatha	\$25,000.00	8/1/2000	45	45	2a
Johnson Gas Appliance Co	Linn	Cedar Rapids	\$25,000.00	7/21/2000	75	77	2b
Souvenir Inc	Linn	Cedar Rapids	\$25,000.00	7/21/2000	250	250	2a
The Quaker Oats Company	Linn	Cedar Rapids	\$25,000.00	7/20/2000	10	32	2b
Purethane Inc #1	Cedar	West Branch	\$25,000.00	6/1/2000	19		3b
Rexam Release	Johnson	Iowa City	\$17,409.00	5/24/2000	150	150	2a2
Amk Computers And Technology	Linn	Cedar Rapids	\$25,000.00	5/16/2000	3	3	2a2
American Color Graphics	Iowa	Marengo	\$19,755.00	5/5/2000	180	196	2b
Proctor & Gamble	Johnson	Iowa City	\$22,308.00	5/5/2000	166	168	2b
Square D Company	Linn	Cedar Rapids	\$8,685.00	5/5/2000	19	19	2a2
Cargill Inc Corn Milling	Linn	Cedar Rapids	\$25,000.00	5/4/2000	50	68	2b
The Quaker Oats Company	Linn	Cedar Rapids	\$5,857.00	4/28/2000	25	25	2a2
Iowa Fluid Power Inc	Linn	Cedar Rapids	\$16,889.00	4/18/2000	18	23	2b2
Midland Forge Division	Linn	Cedar Rapids	\$25,000.00	4/18/2000	150	177	2b
Iowa Wireless Services Lop	Polk	Urbandale	\$11,073.00	4/12/2000	35	35	2a2
Fansteel Washington Manufacturing	Washington	Washington	\$8,840.00	4/5/2000	60	41	2c2
Mc Industries	Jones	Monticello	\$9,716.00	4/5/2000	12	12	2a
Alter Scrap Processing	Linn	Cedar Rapids	\$19,631.00	3/29/2000	27	27	2a
Kalona Plastics Inc	Washington	Kalona	\$7,672.00	3/29/2000	10		1a
Victor Plastics Inc	Iowa	Victor	\$7,672.00	3/29/2000	10		1a
Image Media Group Inc	Linn	Cedar Rapids	\$25,000.00	3/22/2000	30	30	2a2
In Tolerance	Linn	Cedar Rapids	\$22,853.00	3/21/2000	20	25	2b2
General Mills Operations	Linn	Cedar Rapids	\$22,819.00	3/7/2000	15	15	2a
North Liberty Plastics Inc	Johnson	North Liberty	\$7,672.00	3/7/2000	10		1a
Dkm Manufacturing Inc	Iowa	Victor	\$12,077.00	3/6/2000	10		1a
Iowa Soy Specialities	Bennton	Vinton	\$25,000.00	3/6/2000	3	5	2b2
Dakota Red Corporation	Linn	Cedar Rapids	\$25,000.00	3/3/2000	155	155	2a

1 - Active projects
a - Completed awaiting final reports
b - Ongoing training

2 - Completed projects
a - Obligated number trained
b - Additional numbers trained
c - Completed unutilized funds
- unutilized funds to be returned
* - monies have been returned

3 - Withdrawn/Cancelled projects
a - Monies not drawn
b - Monies drawn have been returned
c - Monies drawn to be returned

4 - Default training completed
Not enough students trained funds yet to be returned

Iowa Jobs Training Program 260F Individual Business Projects (Cont.)

Business	County	Town	Amount Award	Approval Date	# to be Trained	Actual # Trained	Coding Status
Frog Legs Inc	Benton	Vinton	\$20,837.00	3/3/2000	10	6	2c2
Shey Systems Inc	Linn	Hiawatha	\$8,043.00	2/7/2000	5	5	2a
Acme Electric Company	Linn	Cedar Rapids	\$11,815.00	1/19/2000	12	11	2c2
Duffy Schamberger Motors Inc	Linn	Cedar Rapids	\$4,851.00	1/19/2000	8	9	2b
Cedar Graphics Inc	Linn	Hiawatha	\$25,000.00	1/18/2000	150	152	2b2
Fiserv Solutions, Inc Dba Fiserv Ndp	Linn	Cedar Rapids	\$6,374.00	1/13/2000	1	1	2a2
Act Inc	Johnson	Iowa City	\$25,000.00	1/9/2000	180	195	2b
Hirail Corporation	Linn	Lisbon	\$25,000.00	12/23/1999	17	17	2a2
Rockwell Collins	Linn	Hiawatha	\$25,000.00	12/23/1999	20	252	2b
Souvenir Inc	Linn	Cedar Rapids	\$25,000.00	12/21/1999	20	32	2b
Orbis	Jones	Monticello	\$5,940.00	12/15/1999	5	5	2a2
Mci Worldcom	Linn	Cedar Rapids	\$16,571.00	12/2/1999	50	51	2b
Benco Manufacturing	Benton	Belle Plaine	\$4,752.00	11/18/1999	25		3a
Cedar Graphics Inc	Linn	Hiawatha	\$7,095.00	11/18/1999	7	7	2a2
Civco Medical Instruments	Washington	Kalona	\$25,000.00	11/18/1999	40	46	2b2
General Systems Design Inc	Linn	Cedar Rapids	\$3,630.00	11/18/1999	5	5	2a2
Great America Leasing Corporation	Linn	Cedar Rapids	\$25,000.00	11/18/1999	28	100	2b
Julin Printing Company Inc	Jones	Monticello	\$20,484.00	11/18/1999	25	35	2b2
Kalona Plastics Inc	Washington	Kalona	\$25,000.00	11/18/1999	20	24	2b2
Mci Worldcom	Linn	Cedar Rapids	\$24,750.00	11/18/1999	30	30	2a
North Liberty Plastics Inc	Johnson	North Liberty	\$25,000.00	11/18/1999	20		1a
Pickwick Manufacturing Services	Linn	Cedar Rapids	\$25,000.00	11/18/1999	91	91	2a
The Quaker Oats Company	Linn	Cedar Rapids	\$5,296.00	11/18/1999	20	21	2b2
Victor Plastics Inc	Iowa	Victor	\$25,000.00	11/18/1999	22		1a
Wholesale Feeds Inc	Linn	Marion	\$4,999.00	11/18/1999	11	17	2b
Ge Capital - Vendor Financial Services	Linn	Cedar Rapids	\$25,000.00	11/7/1999	100	100	2a
The Gazette Company	Linn	Cedar Rapids	\$25,000.00	7/29/1999	54	59	2b
Gazette Co, The	Linn	Cedar Rapids	\$25,000.00	7/27/1999	217	217	2a
Mci Telecommunications	Johnson	Iowa City	\$24,077.00	6/7/1999	40	100	2b
J & A Printing	Linn	Hiawatha	\$17,694.00	5/5/1999	82	84	2b
Wendler Engineering & Construction Inc	Iowa	South Amana	\$4,863.00	5/5/1999	25	35	2b
Hawkeye Food Systems Inc	Johnson	Coralville	\$24,224.00	4/26/1999	20	35	2b2
Keane Inc	Linn	Cedar Rapids	\$16,005.00	4/26/1999	6	9	2b2
Quaker Oats Co, The	Linn	Cedar Rapids	\$4,300.00	4/26/1999	16	16	2a
Acme Electric Co	Linn	Cedar Rapids	\$20,497.00	4/19/1999	8	10	2b2
Cedarapids Inc	Linn	Cedar Rapids	\$23,625.00	4/19/1999	150	184	2b2
Cornerstone Press	Linn	Hiawatha	\$24,590.00	4/19/1999	9	12	2b
Premier Sheep Supplies Ltd	Washington	Washington	\$10,209.00	4/19/1999	8	8	2a2
Alter Scrap Processing	Linn	Cedar Rapids	\$25,000.00	4/16/1999	6	6	2a
Genencor International	Linn	Cedar Rapids	\$25,000.00	4/15/1999	50	85	2b
American Profol Inc	Linn	Cedar Rapids	\$25,000.00	3/17/1999	70	78	2b
Fisher Printers Imc	Linn	Cedar Rapids	\$18,318.00	3/16/1999	28	0	3a
Iowa Fluid Power Inc	Linn	Cedar Rapids	\$18,850.00	2/26/1999	10	43	2b
Xerxes Corp	Linn	Tipton	\$25,000.00	2/25/1999	25	45	2b
Heartland Express Of Iowa	Johnson	Coralville	\$12,750.00	1/12/1999	30		
Cascade Die & Mold Inc	Jones	Monticello	\$25,000.00	11/19/1998	150	226	2b
In Tolerance	Linn	Cedar Rapids	\$18,112.00	11/19/1998	20	20	2a
Oakdale Systems Inc	Johnson	Oakdale	\$11,420.00	11/10/1998	2	2	2a2
Weyerhaeuser	Linn	Cedar Rapids	\$25,000.00	11/10/1998	30	30	2a
Access Direct Telemarketing	Linn	Cedar Rapids	\$2,500.00	9/23/1998	40	0	3c
Cedar Graphics Inc	Linn	Hiawatha	\$3,892.00	9/23/1998	5	10	2b

1 - Active projects
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b - Ongoing training

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b - Additional numbers trained
c - Completed unutilized funds
- unutilized funds to be returned
* - monies have been returned

3 - Withdrawn/Cancelled projects
a - Monies not drawn
b - Monies drawn have been returned
c - Monies drawn to be returned

4 - Default training completed
Not enough students trained funds yet to be returned

Business	County	Town	Amount Award	Approval Date	# to be Trained	Actual # Trained	Coding Status
Life Investors Company Inc	Linn	Cedar Rapids	\$4,962.00	9/23/1998	21	0	3a
Iowa Precision	Linn	Cedar Rapids	\$4,995.00	8/10/1998	25	25	2a
Mci Mass Markets	Linn	Cedar Rapids	\$4,600.00	8/10/1998	20	20	2a2
Protek Medical Products Inc	Johnson	Iowa City	\$18,150.00	8/10/1998	2	0	3c
Rfk Transportation Inc	Linn	Cedar Rapids	\$13,875.00	8/10/1998	3	0	3b
Western Fraternal Life Association	Linn	Cedar Rapids	\$2,500.00	8/10/1998	8	33	2b
Weyerhaeuser	Linn	Cedar Rapids	\$25,000.00	8/10/1998	30	38	2b
Grand Total			\$2,759,178.00		6038	5358	

Iowa Jobs Training Program 260F Comm. College Business Network Projects

Business	County	Town	Amount Award	Approval Date	# to be Trained	Actual # Trained	Coding Status
Kcc Plumbing & Pipefitting Business Network			\$50,000.00	4/21/2003	96		1b
B G Brecke, Inc.	Linn	Cedar Rapids	\$0.00	4/21/2003	30		1b
Rmb Co, Inc.	Johnson	North Liberty	\$0.00	4/21/2003	8		1b
A'hearn Plumbing & Heating Inc.	Linn	Hiawatha	\$0.00	4/21/2003	38		1b
Portzen Construction Dba Dubuque Plumbing & Heatin	Dubuque	Dubuque	\$0.00	4/21/2003	4		1b
Frank Millard & Co. Inc.	Des Moines	Burlington	\$0.00	4/21/2003	16		1b
Kcc Ironworkers Business Network Training			\$22,541.00	11/14/2002			1b
J.B. Deck Corporation	Louisa	Morning Sun	\$0.00	11/14/2002	5		1b
Cedar Valley Steel, Inc.	Linn	Cedar Rapids	\$0.00	11/14/2002	15		1b
Broeker Erection Co., Inc.	Des Moines	Burlington	\$0.00	11/14/2002	5		1b
J & J Steel, Inc.	Des Moines	West Burlington	\$0.00	11/14/2002	15		1b
Blahnik Construction	Linn	Cedar Rapids	\$0.00	11/14/2002	5		1b
The Weitz Company	Linn	Cedar Rapids	\$0.00	11/14/2002	20		1b
Kcc Iowa Quality Center Training			\$100,000.00	10/31/2001			1b
Cargill Inc	Linn	Cedar Rapids	\$0.00	10/31/2001	10		1b
Grain Processing Corp	Muscatine	Muscatine	\$0.00	10/31/2001	8		1b
Centro Inc	Johnson	North Liberty	\$0.00	10/31/2001	15		1b
Cedar River Paper Company	Linn	Cedar Rapids	\$0.00	10/31/2001	20		1b
Ncs Pearson	Johnson	Iowa City	\$0.00	10/31/2001	50		1b
Hearth Technologies Mt Pleasant	Henry	Mt Pleasant	\$0.00	10/31/2001	30		1b
Gazette Communications	Linn	Cedar Rapids	\$0.00	10/31/2001	30		1b
Pmx Industries	Linn	Cedar Rapids	\$0.00	10/31/2001	25		1b
Kcc Spanish & English Conversational Training			\$36,979.00	10/16/2001			1a
Victor Plastics	Iowa	Victor	\$0.00	10/16/2001	33		1a
Gazette Communications	Linn	Cedar Rapids	\$0.00	10/16/2001	6		1a
Diamond V Mills Inc	Linn	Cedar Rapids	\$0.00	10/16/2001	70		1a
H J Heinz	Muscatine	Muscatine	\$0.00	10/16/2001	60		1a
Sivyer Steel Corporation	Scott	Bettendorf	\$0.00	10/16/2001	7		1a
Kirkwood Printing Business Network	Linn	Cedar Rapids	\$114,160.00	8/8/2000	100		1a
Gazette Communications	Linn	Cedar Rapids	\$0.00	8/8/2000	14	20	2b
Service Press & Litho Co Inc	Linn	Cedar Rapids	\$0.00	8/8/2000	1		2a
Cornerstone Press Inc	Linn	Hiawatha	\$0.00	8/8/2000	2	2	2a
American Color Graphics	Iowa	Marengo	\$0.00	8/8/2000	49		3c
Tidewater Publishing Corp	Cedar	West Branch	\$0.00	8/8/2000	8	8	2a
Technigraphics Inc	Johnson	Iowa City	\$0.00	8/8/2000	2	4	2b
Cedar Graphics Inc	Linn	Hiawatha	\$0.00	8/8/2000	2	2	2a
Julin Printing Co Inc	Monticello		\$0.00	8/8/2000	8	10	2b
True Arts	Johnson	Iowa City	\$0.00	8/8/2000	2	6	2b
J P Gasway Co Inc	Linn	Cedar Rapids	\$0.00	8/8/2000	2	5	2b
Image Media	Linn	Cedar Rapids	\$0.00	8/8/2000	4		3c
J&A Printing	Linn	Hiawatha	\$0.00	8/8/2000	2	4	2b
Woolverton Printing Company	Blackhawk	Cedar Falls	\$0.00	8/8/2000	2		1a
Tri State Graphics	Jackson	Maquoketa	\$0.00	8/8/2000	1	1	2a
Pioneer Graphics	Black Hawk	Waterloo	\$0.00	8/8/2000	3		1a

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Not enough students trained funds yet to be returned

Iowa Jobs Training Program 260F Comm. College Business Network Projects (Cont.)

Business	County	Town	Amount Award	Approval Date	# to be Trained	Actual # Trained	Coding Status
Woods Quality Center Inc	Linn	Cedar Rapids	\$149,162.00	8/24/1999	40	56	2b
Centro Inc	Johnson	N Liberty	\$0.00	8/24/1999	30	80	2b
Rockwell Collins	Linn	Cedar Rapids	\$0.00	8/24/1999	15	12	4a
Cedar River Paper Co	Linn	Cedar Rapids	\$0.00	8/24/1999	10	134	2b
Hawkeye Rubber Mfg Co	Linn	Cedar Rapids	\$0.00	8/24/1999	6	6	2a
Cargill Inc Corn Milling Div	Monroe	Eddyville	\$0.00	8/24/1999	20	94	2b
National Computer Systems	Johnson	Iowa City	\$0.00	8/24/1999	10	10	2a
Pmx Industries	Linn	Cedar Rapids	\$0.00	8/24/1999	12	89	2b
Grand Total			\$472,842.00		966	543	

Iowa Jobs Training Program 260F Community College Consortium Projects

Business	County	Town	Amount Award	Approval Date	# to be Trained	Actual # Trained	Coding Status
Kcc Contractor Safey Consortium			\$3,300.00	5/1/2003	75		1b
Diamond V Mills	Linn	Cedar Rapids	\$0.00	5/1/2003	35		1b
Genencor International, Inc.	Linn	Cedar Rapids	\$0.00	5/1/2003	35		1b
Rockwell Collins	Linn	Cedar Rapids	\$0.00	5/1/2003	5		1b
Kcc Call Center Supervisory Training			\$7,907.00	4/30/2003	17		1b
Mci Worldcom	Linn	Cedar Rapids	\$0.00	4/30/2003	5		1b
Frank N. Magid Associates Inc.	Linn	Marion	\$0.00	4/30/2003	2		1b
United Fire Group	Linn	Cedar Rapids	\$0.00	4/30/2003	1		1b
Life Investors	Linn	Cedar Rapids	\$0.00	4/30/2003	2		1b
Toyota Financial Services	Linn	Cedar Rapids	\$0.00	4/30/2003	7		1b
Kcc Essential Skills Consortium			\$34,100.00	3/21/2003	77		1b
The Aegon Group	Linn	Cedar Rapids	\$0.00	3/21/2003	15		1b
Hawkeye Foodservice Distribution Inc.	Johnson	Coralville	\$0.00	3/21/2003	12		1b
Iowa Precision Industries, Inc.	Linn	Cedar Rapids	\$0.00	3/21/2003	10		1b
Diamond V Mills Inc.	Linn	Cedar Rapids	\$0.00	3/21/2003	10		1b
Yellow Book Usa	Linn	Cedar Rapids	\$0.00	3/21/2003	15		1b
Alliant Energy Shared Solutions	Linn	Cedar Rapids	\$0.00	3/21/2003	15		1b
Kcc Electrical Training Consortium			\$32,000.00	2/7/2003	28		1b
Rockwell Collins	Linn	Cedar Rapids	\$0.00	2/7/2003	20		1b
Proctor & Gamble	Johnson	Iowa City	\$0.00	2/7/2003	8		1b
Kcc Information Technology Training			\$16,816.00	1/17/2002			2a
Act Inc	Johnson	Iowa City	\$0.00	1/17/2002	1	1	2a
Siemens Transportation Systems Inc	Linn	Cedar Rapids	\$0.00	1/17/2002	8	8	2a
Kcc Supervisory Training Consortium Project			\$16,500.00	12/10/2001			1b
Quaker Oats	Linn	Cedar Rapids	\$0.00	12/10/2001	9		1b
Diamond V Mills	Linn	Cedar Rapids	\$0.00	12/10/2001	15		1b
Kcc Consortium Training			\$6,325.00	6/30/2001	126		2a
Cr Walls Inc	Linn	Cedar Rapids	\$0.00	6/30/2001	10	10	2a
Weitz Abell Howe	Linn	Cedar Rapids	\$0.00	6/30/2001	40	41	2b
Of Paulson Construction	Linn	Cedar Rapids	\$0.00	6/30/2001	2	2	2a
Jelinek Olmstead Construction	Linn	Cedar Rapids	\$0.00	6/30/2001	30	23	2a
Blahnik Construction	Linn	Cedar Rapids	\$0.00	6/30/2001	15	21	2b
Kleiman Construction	Linn	Cedar Rapids	\$0.00	6/30/2001	20		
Hargers Acoustics	Linn	Ely	\$0.00	6/30/2001	17	16	2a
Pro Wall Builders	Johnson	Iowa City	\$0.00	6/30/2001	15	13	2a
Kcc A+ Certificatin Training			\$7,823.00	4/24/2001	16	17	2b
Apac	Linn	Cedar Rapids	\$0.00	4/24/2001	12	14	2b
Ncs Pearson	Johnson	Iowa City	\$0.00	4/24/2001	1	0	3b
Act Inc	Johnson	Iowa City	\$0.00	4/24/2001	3	3	2b
Kirkwood Business Partners Consortium Training			\$36,300.00	1/12/2001	45	303	2b
Moore North America Inc	Johnson	Iowa City	\$0.00	1/12/2001	10	229	2b

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Business	County	Town	Amount Award	Approval Date	# to be Trained	Actual # Trained	Coding Status
Oral B Laboratories	Johnson	Iowa City	\$0.00	1/12/2001	10	10	2b
Dans Overhead Doors & Moore	Johnson	North Liberty	\$0.00	1/12/2001	10		2b
Aegon	Linn	Cedar Rapids	\$0.00	1/12/2001	15	64	2b
Kirkwood Supervisory Training Consortium			\$28,050.00	12/15/2000	96	96	2a
Quaker Oats	Linn	Cedar Rapids	\$0.00	12/15/2000	50	34	4a
Hawkeye Foodservice Dist Inc	Linn	Coralville	\$0.00	12/15/2000	10	25	2b
Gazette Communications	Linn	Cedar Rapids	\$0.00	12/15/2000	36	36	2a
Ironworkers Consortium			\$24,857.00	10/11/2000			2b2
Weltz Abell Howe Co	Linn	Cedar Rapids	\$0.00	10/11/2000	3	3	2a
Blahnik Construction Co	Linn	Cedar Rapids	\$0.00	10/11/2000	4	8	2b
Kirkwood Consortium	Scott	Cedar Rapids	\$50,000.00	8/31/2000			2a
Abell Howe Co	Linn	Cedar Rapids	\$0.00	8/31/2000	7	7	2a
Jb Deck Corporation	Louise	Morning Sun	\$0.00	8/31/2000	3	3	2a
Cedar Valley Stell Inc	Linn	Marion	\$0.00	8/31/2000	5	5	2a
Blahnik Construction Co	Linn	Cedar Rapids	\$0.00	8/31/2000	8	8	2a
Brocker Erection Co Inc	Burlington		\$0.00	8/31/2000	5	5	2a
Bowsenberg Construction Inc	Iowa	Middle Amana	\$0.00	8/31/2000	5		
J & J Steel Inc	Des Moines	West	\$0.00	8/31/2000	5	5	2a
Advanced Programmable Logic Control Training			\$14,250.00	7/27/2000			2c2
Victor Plastics	Iowa	Victor	\$0.00	7/27/2000	6	5	2c2
Amana Appliances	Iowa	Amana	\$0.00	7/27/2000	7	5	2c2
Basic Programmable Logic Controls			\$16,500.00	6/16/2000			2a2
Victor Plastics	Iowa	Victor	\$0.00	6/16/2000	6	5	2c2
Amana Appliances	Iowa	Amana	\$0.00	6/16/2000	10	10	2a2
Woods Quality Training (Cargill Inc)	Linn	Cedar Rapids	\$14,397.00	12/23/1999	3	4	2b
Dental Prosthetic Services	Linn	Cedar Rapids	\$0.00	12/22/1999	1	1	2a
Centro Inc	Johnson	North Liberty	\$0.00	12/22/1999	3	3	2a
Guaranty Bank	Linn	Cedar Rapids	\$0.00	12/22/1999	1	1	2a
Van Meter Industrial	Linn	Cedar Rapids	\$0.00	12/22/1999	3	3	2a
Oracle/Act/Gazette			\$50,000.00	12/22/1999	67		3a
Oracle Consortium			\$50,000.00	12/22/1999			2b
Rockwell Collins, Inc	Linn	Cedar Rapids	\$0.00	12/22/1999	11	17	2b
Act Inc	Johnson	Iowa City	\$0.00	12/22/1999	60	60	2a
Oracle Database Training			\$43,767.00	12/21/1999	17		3a
Rockwell Collins Inc	Linn	Cedar Rapids	\$0.00	12/21/1999	11		3a
Oakdale Systems Inc	Johnson	Coralville	\$0.00	12/21/1999	6		3a
Business Partner #1			\$31,875.00	12/8/1999	104	106	2b
Cedarapids Inc	Linn	Cedar Rapids	\$0.00	12/8/1999	34	41	2b2
National Propane	Linn	Cedar Rapids	\$0.00	12/8/1999	13	20	2b2
Civco Medical Instruments	Washington	Kalona	\$0.00	12/8/1999	16	37	2b2
Weyerhaeuser Co	Linn	Cedar Rapids	\$0.00	12/8/1999	3	8	2b2
Frog Legs Inc	Benton	Vinton	\$24,511.00	12/8/1999	7	7	2a
Iowa Soy Specilities	Benton	Vinton	\$0.00	12/8/1999	2	2	2a
Car Pac Inc	Benton	Vinton	\$0.00	12/8/1999	7	25	2b1
Business Partners Ii Consortium			\$33,393.00	8/13/1999			2b2
Gazette Co, The	Linn	Cedar Rapids	\$0.00	8/13/1999	37	41	2b2
Genencor International	Linn	Cedar Rapids	\$0.00	8/13/1999	16	21	2b2
General Electric Capital Corp-Vendor Financial	Linn	Cedar Rapids	\$0.00	8/13/1999	35	54	2b2
Life Investors Insurance Co Of America	Linn	Cedar Rapids	\$0.00	8/13/1999	49	60	2b2
Mccomas-Lacina Construction Co	Johnson	Iowa City	\$11,297.00	8/2/1999	2	2	2a
Knutson Mid-American Construction Services	Johnson	Iowa City	\$0.00	8/2/1999	3	3	2a
Selzer-Werderitsch Construction Co	Johnson	Iowa City	\$0.00	8/2/1999	1	2	2a
Merit Construction Co	Linn	Cedar Rapids	\$0.00	8/2/1999	2	3	2b
H Eugene Smith Construction Co Inc	Henry	Mt Pleasant	\$0.00	8/2/1999	3	2a	2a
Crane Valves	Washington	Washington	\$7,485.00	4/12/1999	4	6	2b
Fansteel Washington Mfg.	Washington	Washington	\$0.00	4/12/1999	4	4	2a
Civco Medical Instrument Co Inc	Washington	Kalona	\$12,975.00	8/24/1998	5	36	2b2
Gazette Co, The	Linn	Cedar Rapids	\$0.00	8/24/1998	50	52	2b
National Computer Systems (Ncs)	Johnson	Iowa City	\$0.00	8/24/1998	50	50	2a
Genencor, International	Linn	Cedar Rapids	\$0.00	8/24/1998	5	25	2b
Cedarapids, Inc	Linn	Cedar Rapids	\$0.00	8/24/1998	50	50	2a
Grand Total			\$574,428.00		1649	1905	

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260E Case Study Kirkwood Community College AEGON

In today's financial services business climate, success frequently goes to organizations that can cope with change through innovative new ideas and solutions. AEGON has an unyielding commitment to training as a critical element in our continued success during these changing times. Hiring, training, and retaining our human capital resource are the foundational cornerstones in the achievement of our organization's strategic goals.

Training at AEGON effects change in two distinct areas:

Skills. Technical training, management skills training, and communications training aim at building employees' abilities. In a 2003 survey by *Chief Executive* magazine, 756 organizations rated leadership development as one of the top five business priorities. AEGON'S *STAR Management Certification* program focuses on improving leaders' competencies that are most critical for their jobs.

Knowledge. Training that provides information, background, and insight aims to equip people with the knowledge to make better decisions. At AEGON, an Education Center intranet site connects employees with all their educational resources, and links them to online training classes, self-registration sites, and industry-specific information.

All training is ultimately about improving skill sets and productivity, and improved productivity makes the AEGON organization more competitive, more effective, more profitable, and more successful. Our people are the determining factor in this often-complicated formula for success.

AEGON established its first (260E) contract in 1985 and continues to utilize and benefit from the Iowa News Job Training Program. The program has greatly assisted us in achieving our strategic goals and overall success during a period that saw substantial growth in AEGON employment in the state of Iowa.

Industrial New Jobs Training Program 260E Projects

Business	County	Town	Amount of Award	Approval Date	Planned # of Jobs	Highest # of Jobs
Oakdale Systems Inc	Johnson	Coralville	\$80,000.00	7/5/1998	9	9
Iowa Mold & Engineering Inc	Brenton	Belle Plaine	\$20,000.00	8/7/1998	3	3
Government Employees Insurance Co	Johnson	Coralville	\$1,280,000.00	8/7/1998	288	278
Centro Inc	Johnson	North Liberty	\$260,000.00	8/7/1998	57	57
Quality Chef Foods Inc	Linn	Cedar Rapids	\$425,000.00	8/7/1998	64	—
Dieomatic Inc / Williamsburg Mfg Div	Iowa	Williamsburg	\$280,000.00	9/24/1998	50	50
Protek Medical Products Inc	Johnson	Iowa City	\$60,000.00	9/24/1998	25	25
American Profol Inc	Linn	Cedar Rapids	\$100,000.00	9/24/1998	18	18
Cedarapids Inc	Linn	Cedar Rapids	\$1,400,000.00	9/24/1998	187	187
Fastek International Ltd	Linn	Cedar Rapids	\$265,000.00	9/24/1998	25	25
Freedom Group Inc	Linn	Cedar Rapids	\$465,000.00	9/24/1998	44	44
Mcleod Usa Telecommunications Services Inc	Linn	Cedar Rapids	\$60,000.00	9/24/1998	8	8
National Computer Systems Inc	Linn	Cedar Rapids	\$265,000.00	9/24/1998	73	73
Toyota Motor Credit Corp	Linn	Cedar Rapids	\$565,000.00	9/24/1998	120	120
Great America Leasing Corp	Linn	Cedar Rapids	\$140,000.00	10/19/1998	42	42
Hupp Electrical Motors	Linn	Cedar Rapids	\$355,000.00	10/19/1998	66	66
Image Media Group Inc	Linn	Cedar Rapids	\$55,000.00	10/19/1998	10	10
Iowa Glass Depot Inc	Linn	Cedar Rapids	\$145,000.00	10/19/1998	11	15
Life Investors Insurance Co Of America	Linn	Cedar Rapids	\$775,000.00	10/19/1998	114	120
Power-Lift Inc	Linn	Cedar Rapids	\$75,000.00	10/19/1998	14	14
Civco Medical Instruments Co Inc	Washington	Kelona	\$210,000.00	10/19/1998	29	28
3m Ames	Story	Ames	\$420,000.00	11/16/1998	73	—
Toyota Motor Credit Corp	Linn	Cedar Rapids	\$600,000.00	8/9/1999	127	127
Sunrise Energy Cooperative	Benton	Blairstown	\$150,000.00	8/30/1999	14	14
Oakdale Systems Inc	Johnson	Coralville	\$80,000.00	9/1/1999	9	—
General Mills Inc	Johnson	Iowa City	\$155,000.00	9/1/1999	35	35
Washington Manufacturing Co Inc	Washington	Washington	\$35,000.00	10/2/1999	16	16
Mcleodusa Publishing Company	Linn	Cedar Rapids	\$905,000.00	10/29/1999	200	200
Samson Enterprises Inc	Washington	Wellman	\$60,000.00	10/29/1999	11	9
Dieomatic Inc	Iowa	Williamsburg	\$375,000.00	11/8/1999	107	107
United States Cellular Corp	Linn	Marion	\$265,000.00	11/9/1999	66	66
Engineered Building Design Lc	Washington	Washington	\$40,000.00	11/30/1999	10	10
Bfc Gas Company Lc	Linn	Cedar Rapids	\$115,000.00	12/6/1999	16	16
Mcleoduse Network Services Inc	Linn	Cedar Rapids	\$2,505,000.00	12/11/1999	340	340
Klein Tools Inc	Linn	Cedar Rapids	\$75,000.00	12/15/1999	12	12
Mcleod Usa Telecommunications Services Inc	Linn	Cedar Rapids	\$1,700,000.00	12/15/1999	444	444
Oral B Laboratories	Johnson	Iowa City	\$2,340,000.00	5/24/2000	299	299
Aegon Usa Realty Advisors Inc	Linn	Cedar Rapids	\$50,000.00	5/24/2000	6	6
Aegon Usa Realty Advisors Inc	Linn	Cedar Rapids	\$45,000.00	5/24/2000	20	20
Pmx Industries Inc	Linn	Cedar Rapids	\$590,000.00	6/28/2000	114	114
Cedar Graphics Inc	Linn	Hiawatha	\$50,000.00	6/28/2000	6	6
Dieomatic Incorporated	Linn	Williamsburg	\$480,000.00	7/8/2000	79	79
National Computer Systems Inc	Linn	Cedar Rapids	\$2,285,000.00	9/6/2000	335	335
Kalona Plastics Inc	Washington	Kalona	\$345,000.00	9/6/2000	73	73
Pmx Industries Inc	Linn	Cedar Rapids	\$0.00	9/9/2000	0	—
Procond Inc	Linn	Cedar Rapids	\$0.00	9/17/2000	0	—
Life Investors Ins Co Of America	Linn	Cedar Rapids	\$1,875,000.00	9/26/2000	383	383
Pickwick Co	Linn	Cedar Rapids	\$40,000.00	9/26/2000	18	18
Dieomatic Incorporated Victor Manufacturing Divison	Iowa	Victor	\$540,000.00	10/6/2000	90	90
Hawkeye Foodservice Distribution Inc	Johnson	Coralville	\$155,000.00	10/17/2000	28	28
Cargill Incorporated	Linn	Cedar Rapids	\$185,000.00	10/17/2000	23	23
General Electric Capital Corp	Linn	Cedar Rapids	\$670,000.00	10/17/2000	81	81
Mcleod Usa Publishing Company	Linn	Cedar Rapids	\$680,000.00	10/17/2000	171	171
Mcleodusa Incorporated	Linn	Cedar Rapids	\$330,000.00	10/17/2000	46	46
Mcleodusa Network Services Inc	Linn	Cedar Rapids	\$380,000.00	10/17/2000	66	66
Mcleodusa Telecommunications Services Inc	Linn	Cedar Rapids	\$95,000.00	10/17/2000	30	30
Nordstrom Com Llc	Linn	Cedar Rapids	\$205,000.00	10/17/2000	106	106
Reinhart Foodservice Inc	Linn	Cedar Rapids	\$725,000.00	10/17/2000	159	159
Stamats Communications Inc	Linn	Cedar Rapids	\$155,000.00	10/17/2000	20	20
Modine Manufacturing Company	Washington	Washington	\$0.00	2/16/2001	0	—
Mcleodusa Incorporated	Linn	Cedar Rapids	\$0.00	5/1/2001	0	—
Mcleodusa Network Services Inc	Linn	Cedar Rapids	\$0.00	6/18/2001	0	—
Cooper Tire & Rubber Co	Linn	Cedar Rapids	\$150,000.00	7/1/2001	22	—
Midwest Metal Products Co	Linn	Cedar Rapids	\$55,000.00	7/1/2001	11	—
Cooper Tire & Rubber Company	Linn	Cedar Rapids	\$150,000.00	7/20/2001	22	22
Life Investors Insurance Company Of America	Linn	Cedar Rapids	\$1,535,000.00	8/24/2001	220	220
Sand Communications Inc	Linn	Cedar Rapids	\$65,000.00	9/22/2001	6	6
Quality Chef Foods Inc	Linn	Cedar Rapids	\$0.00	10/1/2001	0	—
The Quaker Oats Company	Linn	Cedar Rapids	\$445,000.00	10/3/2001	50	50
Sauer Danfoss (Us) Company	Cedar	West Branch	\$615,000.00	10/6/2001	101	90

Business	County	Town	Amount of Award	Approval Date	Planned # of Jobs	Highest # of Jobs
Sauer Danfoss (Us) Company	Cedar	West Branch	\$615,000.00	10/19/2001	101	—
Integrated Dna Technologies Inc	Johnson	Coralville	\$1,045,000.00	10/19/2001	140	212
J & A Printing Co	Linn	Hiawatha	\$90,000.00	10/30/2001	10	10
Dieomatic Incorporated Benco Manufacturing Division	Benton	Belle Plaine	\$350,000.00	11/1/2001	50	50
Centro Incorporated	Johnson	North Liberty	\$310,000.00	11/8/2001	49	49
Hj Heinz Co Lp	Linn	Cedar Rapids	\$90,000.00	11/8/2001	60	60
Great America Leasing Corp	Linn	Cedar Rapids	\$165,000.00	11/9/2001	35	46
Heinz Management Company	Linn	Cedar Rapids	\$10,000.00	11/15/2001	2	10
Great America Leasing Corp	Linn	Cedar Rapids	\$165,000.00	11/19/2001	35	35
Hj Heinz Co Lp	Linn	Cedar Rapids	\$415,000.00	11/22/2001	62	64
Hj Heinz Co Lp	Linn	Cedar Rapids	\$80,000.00	11/25/2001	40	49
Heinz Management Company	Linn	Cedar Rapids	\$10,000.00	11/29/2001	9	9
Image Media Group Inc	Linn	Cedar Rapids	\$150,000.00	12/5/2001	25	11
United Fire & Casualty Company	Linn	Cedar Rapids	\$290,000.00	4/27/2002	38	38
Plastic Products Company Inc	Cedar	West Branch	\$535,000.00	6/21/2002	115	75
Loparex Inc	Johnson	Iowa City	\$125,000.00	6/21/2002	25	25
Owen Brockway Plastic Products Inc	Johnson	Iowa City	\$95,000.00	6/21/2002	17	17
Owens Brockway Plastics Products Inc	Johnson	Iowa City	\$535,000.00	6/21/2002	115	—
Life Investors Insurance Company Of America	Linn	Cedar Rapids	\$935,000.00	9/4/2002	118	118
Fastek International Ltd	Linn	Cedar Rapids	\$125,000.00	10/2/2002	10	10
Loparex Inc	Johnson	Iowa City	\$0.00	10/8/2002	0	—
The Quaker Oats Company	Linn	Cedar Rapids	\$200,000.00	10/27/2002	21	21
National Computer Systems Inc	Linn	Cedar Rapids	\$1,775,000.00	10/30/2002	176	176
North Liberty Plastics Inc	Johnson	North Liberty	\$70,000.00	11/4/2002	46	23
Hj Heinz Co Lp	Linn	Cedar Rapids	\$230,000.00	11/5/2002	61	61
Siemens Transportation Systems Inc	Linn	Cedar Rapids	\$1,455,000.00	11/13/2002	125	125
Heinz Management Company	Linn	Cedar Rapids	\$40,000.00	11/19/2002	4	4
Totals For 97 Contracts :			\$39,900,000.00		6,811	6,427

Area XI
Des Moines Area Community College

Larry Grubisich
Des Moines Area Community College
2006 S Ankeny Blvd
Ankeny, IA 50021
515.965.7064



260F Case Study Des Moines Area Community College EMCO Enterprises, Inc.

Des Moines based EMCO Enterprises, Inc. is an industry leader in the manufacturing and distribution of storm and screen doors. May 1, 2001 EMCO became a wholly owned subsidiary of Andersen Corporation, the market leader in the manufacturing and distribution of residential windows and doors.

EMCO was founded 74 years ago and after being a supplier of multiple products eventually produced after-market automobile parts and later on became an O.E. M. supplier of exhaust related parts to the automobile and agricultural equipment manufacturers. Simultaneously the Company expanded into the manufacturing of specialty items for the home and in the mid 1970s produced the "Forever" storm door. EMCO has continued to be a major manufacturer of storm and screen doors and today is the sole supplier of that product to The Home Depot, the country's largest do it your self retailer.

Since 2001 when EMCO began their emphasis on instituting lean principles with the help of DMACC consultants and the 260F funding, EMCO has been able to develop an action plan and implementation of productivity improvements. The plan called for the educating of all employees associated with production and distribution. All employees participated in the eight-hour Lean 101 course emphasizing the lean basic principles. Employees have continued with value stream mapping, cellular flow, visual workplace and total preventive maintenance. To date 420 employees have attended "Lean 101" classes and many have attended more advanced courses.

All of this education has helped employees identify low/no cost improvements to enhance productivity.

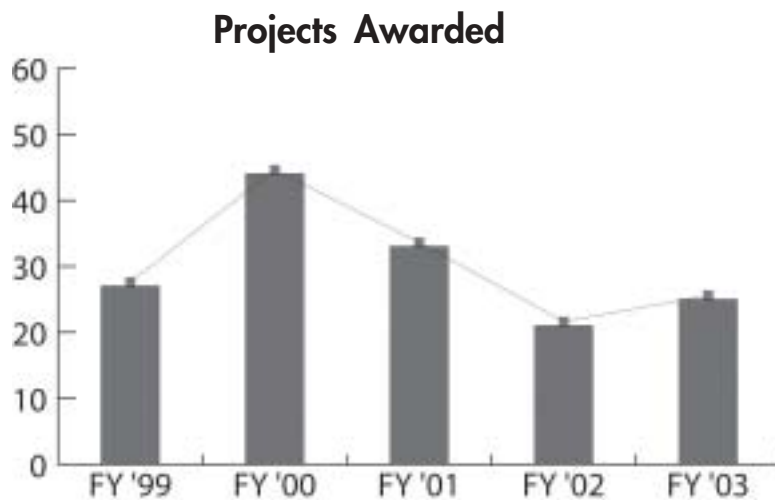
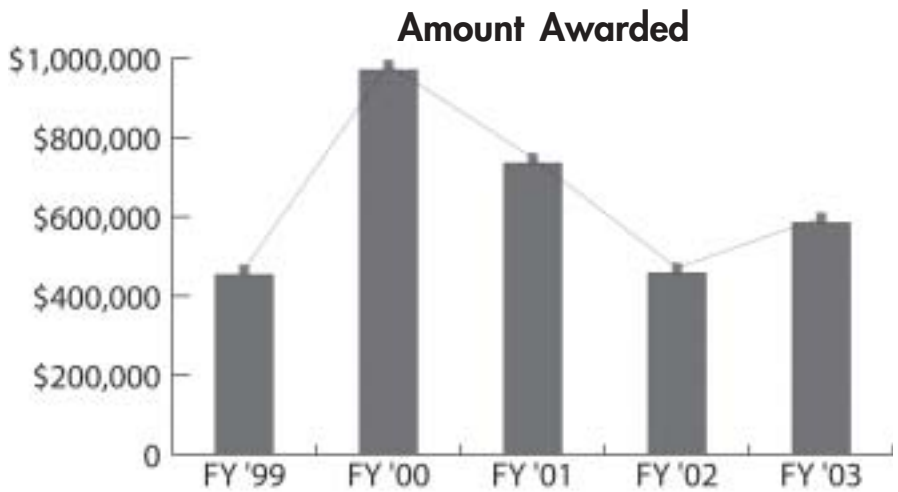
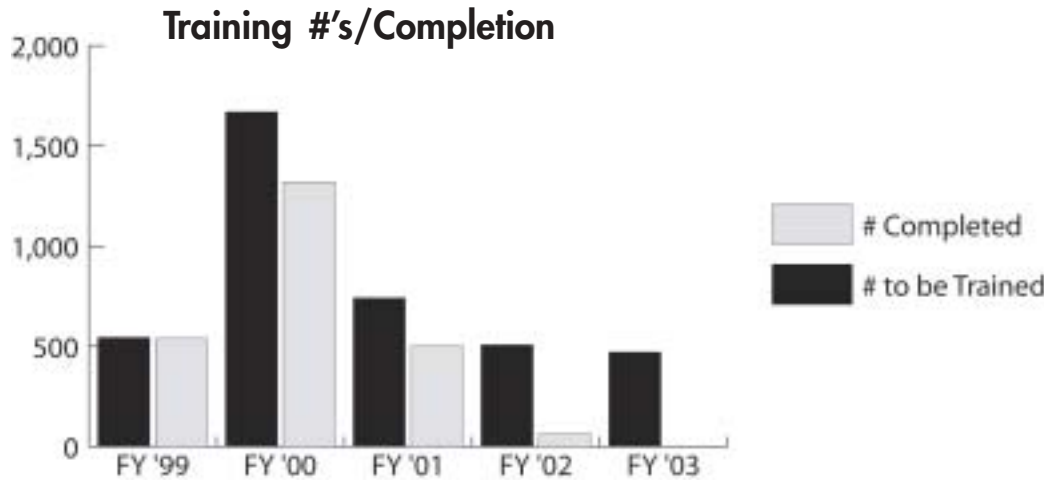
According to Jim Gelina, Director, Engineering the education impact was "instantly beneficial to the bottom line." Immediately following the classes employees helped to implement a new plant layout, reorganize work stations and revise redundant processes.

"Employees recognized change is good," states Randy Ross, Director, Human Resources. "The metrics of lean and goal setting by the lean teams will play a significant role during the next year as EMCO maintains their employment level and implements continuous improvement plans. "Employees are referring to the lean principles and terminology, as they plan their work," says Marty Schildroth, Quality Manager.

"I do not know how far along the journey of lean we would be today with out the assistance of DMACC and the 260F funding. DMACC staff helped us to identify problems, made recommendations regarding how to address the issues and provided direction and assistance in making the changes," according to Mike Dass, Director, Operations.

EMCO employees are scheduled to attend additional classes on continuous improvement during 2004. They have only begun their journey.

Iowa Jobs Training Program 260F Des Moines Area Community College



Iowa Jobs Training Program 260F Individual Business Projects

Business	County	Town	Amount Award	Approval Date	# to be Trained	Actual # Trained	Coding Status
Hydro Klean	Polk	Des Moines	\$25,000.00	6/12/2003	20		1b
Progress Industries	Jasper	Newton	\$25,000.00	6/5/2003	15		1b
Turbine Fuel Technologies, Goodrich Corporation	Carroll	Carroll	\$25,000.00	6/5/2003	25		1b
Agri Drain Corporation #4	Guthrie	Adair	\$25,000.00	5/1/2003	15		1b
Ip Fabrics, Inc.	Polk	Urbandale	\$4,999.00	3/21/2003	1		1b
Manley Toy Direct	Warren	Indianola	\$25,000.00	3/21/2003	4		1b
Signature Technologies, Inc.	Polk	Urbandale	\$25,000.00	3/21/2003	4		1b
The Gates Rubber Company	Boone	Boone	\$25,000.00	3/21/2003	40		1b
The Vernon Company	Jasper	Newton	\$25,000.00	3/21/2003	50		1b
Bti Special Commodities, Inc.	Polk	Des Moines	\$25,000.00	3/3/2003	6		1b
Composite Technologies Corporation	Boone	Boone	\$25,000.00	3/3/2003	10		1b
Ja Max Machining Co. Inc.	Story	Roland	\$25,000.00	3/3/2003	10		1b
Innovative Lighting, Inc.	Story	Roland	\$25,000.00	2/21/2003	8		1b
Alamo Group-Iowa (Formerly Herschel-Adams)	Warren	Indianola	\$25,000.00	2/6/2003	50		1b
Hilhouse, Inc.	Marion	Knoxville	\$4,999.00	2/6/2003	3		1b
Hicklin Engineering LI	Polk	Des Moines	\$25,000.00	1/24/2003	10		1b
Techniplas, Inc.	Polk	Ankeny	\$25,000.00	1/23/2003	15		1b
Pmi Iowa Llc	Story	Ames	\$25,000.00	12/31/2002	14		1b
Midwest Wheel Companies	Polk	Des Moines	\$25,000.00	12/6/2002	5		1b
Peerless Supply, Inc.	Polk	Des Moines	\$25,000.00	12/6/2002	15		1b
Emco Enterprises, Inc., A Subsidiary Of Andersen	Polk	Des Moines	\$25,000.00	12/5/2002	75		1b
Emperor Solutions, Inc.	Polk	Clive	\$25,000.00	12/5/2002	6		1b
International Valve Corporation	Polk	West Des Moines	\$25,000.00	10/31/2002	25	35	2b
Record Printing Company Inc	Story	Story City	\$25,000.00	9/16/2002	20		1b
Mrs Clarks Foods Lc	Polk	Ankeny	\$25,000.00	8/1/2002	25		1b
Klk Construction Inc	Marion	Pella	\$4,999.00	5/11/2002	30		1b
Nexgen Integrated Communications Llc	Polk	Urbandale	\$25,000.00	5/11/2002	12		1b
Precision Inc #2	Marion	Pella	\$25,000.00	5/11/2002	100		1b
American Packaging Corporation #3	Story	Story City	\$25,000.00	5/9/2002	7		1a
Perfection Learning Corporation	Polk	Urbandale	\$19,000.00	5/9/2002	15		1b
Breda Telephone Corp DbA Western Iowa	Carroll	Breda	\$25,000.00	5/7/2002	17	31	2b
Pella Plastics Inc	Marion	Pella	\$25,000.00	5/7/2002	60		1b
Rw Metals Inc	Polk	Des Moines	\$25,000.00	5/7/2002	5		1b
Allied Construction Services Inc	Polk	Des Moines	\$4,999.00	4/30/2002	15		1b
Electrical Power Products Inc #2	Polk	Des Moines	\$25,000.00	4/30/2002	7		1a
Morton Custom Plastics #2	Polk	West Des Moines	\$25,000.00	4/30/2002	60	62	2b
Burke Corporation	Story	Nevada	\$25,000.00	3/4/2002	15		1b
Colorfx Inc	Polk	Des Moines	\$19,675.00	3/4/2002	15	15	2a
Computer Transportation Services	Sac	Breda	\$18,150.00	3/4/2002	15		1b
Lighthouse Communications	Polk	Des Moines	\$25,000.00	3/4/2002	25		1b
Guideone Insurance	Polk	West Des Moines	\$16,050.00	1/17/2002	19		1b
Profile Foods Inc	Polk	West Des Moines	\$25,000.00	1/17/2002	18		1b
Vodaci Technologies #2	Polk	Des Moines	\$25,000.00	1/17/2002	7		1b
Electrical Power Products Inc	Polk	Des Moines	\$25,000.00	12/10/2001	15		1a
Hicklin Engineering Lc	Polk	Urbandale	\$25,000.00	10/23/2001	10	10	2a
Ruan Transportation Corporation #3	Polk	Des Moines	\$25,000.00	10/9/2001	40	40	2a
Mahle Parr Filter Systems Inc	Polk	Des Moines	\$25,000.00	6/30/2001	30		1b
Mahle Parr Filter Systems Inc #2	Polk	Des Moines	\$25,000.00	6/15/2001	20		1b
American Packaging Corporation	Story	Story City	\$25,000.00	5/8/2001	20		1b
Diamond Animal Health Inc #1	Polk	Des Moines	\$25,000.00	5/8/2001	12		1a
Diamond Animal Health Inc #2	Polk	Des Moines	\$25,000.00	5/8/2001	10		1b

1 - Active projects
a - Completed awaiting final reports
b - Ongoing training

2 - Completed projects
a - Obligated number trained
b - Additional numbers trained
c - Completed unutilized funds
- unutilized funds to be returned
* - monies have been returned

3 - Withdrawn/Cancelled projects
a - Monies not drawn
b - Monies drawn have been returned
c - Monies drawn to be returned

4 - Default training completed
Not enough students trained funds yet to be returned

Business	County	Town	Amount Award	Approval Date	# to be Trained	Actual # Trained	Coding Status
Iowa Coolers & Equipment	Crawford	Westside	\$25,000.00	5/8/2001	14		1b
Pechiney Plastic Packaging Inc	Polk	Des Moines	\$12,881.00	5/8/2001	5		1b
Agri Drain Corporation Project #3	Guthrie	Adair	\$25,000.00	5/1/2001	15	15	2a
Five Star Industries	Marion	Knoxville	\$25,000.00	5/1/2001	12		1a
Interstate Electric Supply Company	Carroll	Carroll	\$3,795.00	5/1/2001	4		1a
Medical Industries America Inc	Dallas	Adel	\$25,000.00	5/1/2001	20		1b
Progressive Foundry Inc	Dallas	Perry	\$25,000.00	5/1/2001	8	8	2a
Quebecor World Waukee	Dallas	Waukee	\$25,000.00	5/1/2001	30	30	2a
Schafer Systems Inc	Adair	Adair	\$25,000.00	5/1/2001	60	60	2a
The Printing Station Corporation #4	Polk	Des Moines	\$9,544.00	5/1/2001	5		3c
Vodaci Technologies	Polk	Des Moines	\$25,000.00	5/1/2001	8	8	2a
Ahrens Laser Screed Company Inc	Dallas	Adel	\$4,999.00	4/24/2001	5	7	2b
Fligg Holding Company Db a L & L Insulation &	Polk	Ankeny	\$25,000.00	4/10/2001	25		1b
Microwave Systems Corporation	Polk	Clive	\$25,000.00	4/10/2001	50		1b
The Gates Rubber Company #2	Boone	Boone	\$25,000.00	4/10/2001	35	150	2b
Ibp Inc Perry Iowa Plant	Dallas	Perry	\$25,000.00	2/16/2001	100		1b
Nikkel & Associates Inc #2	Story	Ames	\$20,360.00	2/16/2001	45	69	2b
Trans Lux Midwest Corporation #2	Polk	Des Moines	\$25,000.00	2/16/2001	10		1a
Ramark Industrial	Dallas	Dexter	\$22,589.00	11/29/2000	12	12	2a
General Mills Operations Inc	Polk	Carlisle	\$25,000.00	11/28/2000	50		1a
Clement Clairbourne Corporation #2	Dallas	Adel	\$25,000.00	10/11/2000	4	4	2a
Schafer Systems Inc	Adair	Adair	\$25,000.00	10/11/2000	30	30	2a
Emco Interprizes Inc	Polk	Des Moines	\$11,047.00	9/29/2000	20	39	2b
Paragon International Inc	Story	Nevada	\$25,000.00	9/29/2000	12	14	2b
Diamond Crystal Brands Inc	Polk	Bondurant	\$25,000.00	8/31/2000	5	5	2a
Housby Mixer Group Llc	Polk	Des Moines	\$25,000.00	8/31/2000	25	25	2a
Mrs Clarks Food Lc	Polk	Ankeny	\$25,000.00	8/31/2000	25	25	2a
Quality Machines Inc	Audubon	Audubon	\$25,000.00	7/21/2000	15		1a
Ane Computer Services Project #1	Polk	Johnston	\$25,000.00	5/26/2000	10	10	2a
United Brick & Tile Project #1	Dallas	Adel	\$25,000.00	5/26/2000	12		1a
It Professional Staffing	Polk	Des Moines	\$4,999.00	5/11/2000	1	1	2a2
Consumer Safety Technology Inc	Polk	Clive	\$21,582.00	5/9/2000	11		1b
Intervet Inc #2	Dallas	Dallas Center	\$25,000.00	5/9/2000	40	65	2b
Midwest Mfg Co #3	Jasper	Kellogg	\$25,000.00	5/9/2000	150	210	2b
Ane Computer Services	Polk	Johnston	\$25,000.00	5/5/2000	4	4	2a
Kemin Industries Inc Project #3	Polk	Des Moines	\$25,000.00	5/3/2000	120	120	2a
Monarch Manufacturing Company	Dallas	Waukee	\$25,000.00	5/3/2000	30	30	2a
Morton Custom Plastics #1	Polk	West Des Moines	\$25,000.00	5/3/2000	125	130	2a
Sauer Sundstrand #5	Story	Ames	\$25,000.00	5/3/2000	60		1b
United Brick & Tile #2	Dallas	Adel	\$25,000.00	5/3/2000	60		1a
Warren Frozen Foods #4	Polk	Altoona	\$16,856.00	5/3/2000	100		3a
Websovl Inc Db a Ecfirst Com	Polk	Clive	\$22,752.00	5/3/2000	4	4	2a
Fawn Engineering Corporation #2	Polk	Clive	\$25,000.00	5/2/2000	50		1a
Fawn Engineering Corporation #3	Polk	Clive	\$25,000.00	5/2/2000	50		1a
Clement Claibourne Corporation	Dallas	Adel	\$25,000.00	4/28/2000	7	7	2a
Tension Envelope Corporation	Polk	Des Moines	\$25,000.00	4/28/2000	18		1b
Diamondhead Documentation Inc	Guthrie	Stuart	\$4,999.00	4/27/2000	2	2	2a
Iowacom Business Internet Systems	Madison	Earlham	\$4,999.00	4/27/2000	1		1a
Tri Lite Dodi Inc	Boone	Boone	\$25,000.00	4/27/2000	50		3c
Chroma Communications/Db a Quantum Imaging	Polk	Des Moines	\$20,161.00	4/26/2000	10	10	1a
Combined Systems Technology Inc #2	Polk	Clive	\$25,000.00	4/26/2000	17		1b
Modern Solutions Inc	Polk	West Des Moines	\$25,000.00	4/26/2000	6		1a
Aura Consulting Inc	Polk	Urbandale	\$25,000.00	4/25/2000	12		1a
Modular Products Inc	Polk	Des Moines	\$25,000.00	4/13/2000	10		3c

1 - Active projects
a - Completed awaiting final reports
b - Ongoing training

2 - Completed projects
a - Obligated number trained
b - Additional numbers trained
c - Completed unutilized funds
- unutilized funds to be returned
* - monies have been returned

3 - Withdrawn/Cancelled projects
a - Monies not drawn
b - Monies drawn have been returned
c - Monies drawn to be returned

4 - Default training completed
Not enough students trained funds yet to be returned

Iowa Jobs Training Program 260F Individual Business Projects (Cont.)

Business	County	Town	Amount Award	Approval Date	# to be Trained	Actual # Trained	Coding Status
Ag Leader Technology Inc	Story	Ames	\$24,500.00	4/11/2000	50	71	2b
Five Star Industries Inc	Marion	Knoxville	\$25,000.00	4/7/2000	5	48	2b
Midwest Mfg Co Project #2	Jasper	Kellogg	\$25,000.00	4/7/2000	25	25	2a
Perfection Learning Corporation	Polk	Urbandale	\$17,516.00	4/7/2000	20	20	2a
Quebecor World Waukee	Dallas	Waukee	\$25,000.00	4/7/2000	12	12	2a
Technical Docs Com Inc	Polk	Des Moines	\$4,999.00	4/7/2000	1	1	2a
The Printing Station Corporation	Polk	Des Moines	\$24,676.00	3/31/2000	8	8	2c2
Midwest Mold And Engineering Inc	Marion	Pella	\$25,000.00	3/29/2000	10		3b
Combined Systems Technology Inc	Polk	Des Moines	\$25,000.00	3/21/2000	15	15	2a
Precision Inc	Marion	Pella	\$25,000.00	3/14/2000	210	210	2a
Mid States Steel Corporation	Boone	Boone	\$25,000.00	2/24/2000	29	35	2b
Rr Donelley & Sons Printing Company	Polk	Des Moines	\$25,000.00	12/23/1999	7	11	2b
Ace Construction Inc	Polk	Grimes	\$22,518.00	11/18/1999	8	8	2a
Plain Talk Printing	Polk	Des Moines	\$25,000.00	11/18/1999	66		3b
Principal Residential Mortgage Inc	Polk	Des Moines	\$25,000.00	11/7/1999	100	125	2b
American Home Shield Corporation	Carroll	Carroll	\$25,000.00	9/27/1999	115	150	2b
Image Maker	Polk	Des Moines	\$4,999.00	9/27/1999	8	8	2a
Ruan Transport Corp	Polk	Des Moines	\$25,000.00	7/29/1999	20	26	2b
Agri Drain Corp	Guthrie	Adair	\$25,000.00	5/7/1999	22	22	2a
Gilcrest-Jewett Lumber Co	Polk	Des Moines	\$15,693.00	5/7/1999	50	50	2a
Heinrich Envelope Inc	Boone	Boone	\$25,000.00	5/7/1999	20	20	2a
Warren Frozen Foods	Polk	Altoona	\$12,033.00	5/7/1999	27	100	2b
John Deere Des Moines Works	Polk	Des Moines	\$25,000.00	5/6/1999	38		1b
R R Donnelley	Polk	Des Moines	\$25,000.00	5/6/1999	26	28	2b
Copy Connection	Marion	Pella	\$4,999.00	5/5/1999	3	3	2a
Etrema Products Inc	Story	Ames	\$24,506.00	5/5/1999	17	36	2b
Nguyen Information Consulting	Polk	West Des Moines	\$18,372.00	5/5/1999	4	7	2b
Plain Talk Printing	Polk	Des Moines	\$25,000.00	5/5/1999	73		3c
Putco Inc	Story	Story City	\$25,000.00	5/5/1999	40	20	2c2
Vernon Company, The	Jasper	Newton	\$25,000.00	5/5/1999	28	31	2b
Intervet	Dallas	Dallas Center	\$25,000.00	4/12/1999	35	35	2a
Specialty Leathers Inc	Boone	Boone	\$4,999.00	4/7/1999	3	3	2a
Tmc Transportation Inc	Polk	Des Moines	\$8,403.00	4/7/1999	10	10	2a
Vernon Co, The	Jasper	Newton	\$25,000.00	4/7/1999	25	29	2b
Excel Business Supplies Inc	Polk	West Des Moines	\$3,738.00	2/26/1999	3	3	2a
Printing Station Corp, The	Polk	Des Moines	\$4,999.00	2/25/1999	2	2	2a
Des Moines Register & Tribune Company Inc, The	Polk	Des Moines	\$18,551.00	2/3/1999	6	6	2a
Gates Rubber Company, The	Boone	Boone	\$25,000.00	12/23/1998	40	40	2a
Midland Manufacturing Co Inc	Jasper	Monroe	\$25,000.00	9/25/1998	8	8	2c2
Nikkel & Associates Inc	Story	Ames	\$9,728.00	9/16/1998	20	39	2b
Swan Creek Cabinetry	Boone	Boone	\$25,000.00	9/16/1998	7	9	2c2
Warren Frozen Foods	Polk	Altoona	\$12,540.00	9/16/1998	25	25	2a
Iowa Quality Meats Ltd	Polk	Clive	\$4,999.00	8/28/1998	3	4	2b
Oakland Corporation	Story	Story City	\$4,882.00	8/28/1998	6	6	2a
Quality Machine Inc	Audubon	Audubon	\$4,999.00	8/10/1998	3	3	2a
Grand Total			\$3,202,083.00		3932	2599	

1 - Active projects
a - Completed awaiting final reports
b - Ongoing training

2 - Completed projects
a - Obligated number trained
b - Additional numbers trained
c - Completed unutilized funds
- unutilized funds to be returned
* - monies have been returned

3 - Withdrawn/Cancelled projects
a - Monies not drawn
b - Monies drawn have been returned
c - Monies drawn to be returned

4 - Default training completed
Not enough students trained funds yet to be returned

Iowa Jobs Training Program 260F Comm. College Business Network Projects

Business	County	Town	Amount Award	Approval Date	# to be Trained	Actual # Trained	Coding Status
Lean Manufacturing			\$400,000.00	11/14/2000	1054		1a
John Deere Westfield Avenue Site	Black Hawk	Waterloo	\$0.00	11/14/2000	202		1a
Musco Lighting	Muscatine	Muscatine	\$0.00	11/14/2000	60	68	2b
Accu-Mold	Polk	Ankeny	\$0.00	11/14/2000	30	30	2a
Plastics Unlimited	Jackson	Preston	\$0.00	11/14/2000	11		1a
Maquoketa Web Printing	Jackson	Maquoketa	\$0.00	11/14/2000	4		1a
Rosenboom Machine & Tool Inc	Dickinson	Spirit Lake	\$0.00	11/14/2000	100	107	2b
Lennox Manufacturing Inc	Marshall	Marshalltown	\$0.00	11/14/2000	168	168	2a
Gates Rubber	Boone	Boone	\$0.00	11/14/2000	50	50	2a
Chantland Pvs	Humboldt	Humboldt	\$0.00	11/14/2000	10		1a
Beam Industries	Hamilton	Webster City	\$0.00	11/14/2000	2		1a
Advanced Component Technologies	Worth	Northwood	\$0.00	11/14/2000	20		1a
Link Manufacturing Ltd	Sioux	Sioux Center	\$0.00	11/14/2000	50		1a
Maintainer Corporation Of Iowa	Obrien	Sheldon	\$0.00	11/14/2000	50		1a
Josephson Mfg Co	Webster	Fort Dodge	\$0.00	11/14/2000	14		1a
Tri-State Graphics	Jackson	Maquoketa	\$0.00	11/14/2000	13		1a
Lamson & Sessions Company	Clinton	Clinton	\$0.00	11/14/2000	23	22	2a
Promotion Fulfillment	Clinton	Camanche	\$0.00	11/14/2000	18		1a
Winnebago Industries	Hancock	Forest City	\$0.00	11/14/2000	12		1a
Imi Cornelius	Cerro Gordo	Mason City	\$0.00	11/14/2000	2		1a
Iowa Mold Tooling, Inc.	Hancock	Garner	\$0.00	11/14/2000	2		1a
Graham Manufacturing	Cerro Gordo	Mason City	\$0.00	11/14/2000	2		1a
Larson Manufacturing	Winnebago	Lake Mills	\$0.00	11/14/2000	5		1a
Blue Ridge Paper Products, Inc.	Clinton	Clinton	\$0.00	11/14/2000	24	25	2b
Van Diest Supply Company	Hamilton	Webster City	\$0.00	11/14/2000	20		1a
Construction Careers Training Inc			\$8,111.00	12/20/1999			2a
Prarie Construction	Black Hawk	Waterloo	\$0.00	12/20/1999	1	1	2a
Carl A Nelson & Co	Des Moines	Burlington	\$0.00	12/20/1999	1	1	2a
Dickinson Co	Mahaska	Oskaloosa	\$0.00	12/20/1999	1	1	2a
Forrest & Associate	Polk	Des Moines	\$0.00	12/20/1999	1	1	2a
Story Construction	Story	Ames	\$0.00	12/20/1999	2	2	2a
Peterson Contractors	Grundy	Reinbeck	\$0.00	12/20/1999	2	2	2a
Conlon Construction	Dubuque	Dubuque	\$0.00	12/20/1999	1	1	2a
Brockway Mechanical	Des Moines	Burlington	\$0.00	12/20/1999	1	1	2a
Am Cohron & Son Inc	Cass	Atlantic	\$0.00	12/20/1999	2	2	2a
Plumbers & Steamfitters Buines Network Project			\$45,489.00	2/14/1999			2a
Winger Mechanical Company	Wapello	Ottumwa	\$0.00	2/14/1999	34	34	2a
Payne Plumbing & Heating	Cerro Gordo	Mason City	\$0.00	2/14/1999	4	4	2a
Accurate Mechanical	Polk	Des Moines	\$0.00	2/14/1999	18	18	2a
Kuidera Company	Woodbury	Sioux City	\$0.00	2/14/1999	2	6	2b
Gadbury Plumbing & Heating	Webster	Fort Dodge	\$0.00	2/14/1999	4	4	2a
Central Iowa Sheet Metal Workers Local 45			\$67,711.00	2/12/1999	39	206	2b
Midstates Plumbing & Heating Inc	Webster	Fort Dodge	\$0.00	2/12/1999	1	12	2b
Halo Engineering Co	Woodbury	Sioux City	\$0.00	2/12/1999	2	12	2b
Ladco Inc	Linn	Cedar Rapids	\$0.00	2/12/1999	6	17	2b
Meyers Sheet Metal Workers	Black Hawk	Waterloo	\$0.00	2/12/1999	2	28	2b
Corn States Metal Fabricators	Polk	West Des Moines	\$0.00	2/12/1999	6	10	2b
Interstate Mechanical Group	Woodbury	Sioux City	\$0.00	2/12/1999	2	26	2b
Climate Engineers, Inc	Linn	Cedar Rapids	\$0.00	2/12/1999	8	59	2b
The Waldinger Group	Polk	Des Moines	\$0.00	2/12/1999	8	31	2b
Baker Group	Polk	Des Moines	\$0.00	2/12/1999	4	27	2b
Grand Total			\$521,311.00		2098	976	

1 - Active projects
a - Completed awaiting final reports
b - Ongoing training

2 - Completed projects
a - Obligated number trained
b - Additional numbers trained
c - Completed unutilized funds
- unutilized funds to be returned
* - monies have been returned

3 - Withdrawn/Cancelled projects
a - Monies not drawn
b - Monies drawn have been returned
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4 - Default training completed
Not enough students trained funds yet to be returned



260E Case Study Des Moines Area Community College Nationwide Advantage Mortgage Company

Nationwide Advantage Mortgage Company (NAMC) began residential mortgage banking operations in 1987 as a subsidiary of Allied Group, Inc. Mortgage banking is the origination, sale and servicing of mortgages, secured by one- to four-family properties. The mortgage banker serves as a conduit originating loans and selling them to other lenders and investors.

NAMC loan products include 15-, 20- and 30-year fixed rate, 7-year balloon, adjustable rate mortgages, and government (FHA, VA and RD) mortgage loans. NAMC's main focus is consumer direct marketing, however, it also partners with correspondent lenders and is the master servicing agent for the Iowa Finance Authority bond loan program.

The 260E training project has allowed NAMC to focus on the development of 200 new employees in the areas of customer service; improved communications; technical job skills, and mortgage lending.

NAMC managers and supervisors have been provided new skills in team building, time management, diversity, leadership and are more effective trainers of additional new employees due to train-the-trainer sessions.

According to Connie Voorhees, Human Resources Manager, "The 260E program and DMACC have facilitated NAMC's rapid growth and development through financial support and consultative assistance. Our DMACC Training Consultant has been great to work with and has provided direction at each step in the process. The 260E program is an excellent economic development tool."

Industrial New Jobs Training Program 260E Projects

Business	County	Town	Amount of Award	Approval Date	Planned # of Jobs	Highest # of Jobs
Maytag Corp	Jasper	Newton	\$1,117,500.00	10/2/1998	285	285
3m Co	Marion	Knoxville	\$144,500.00	10/2/1998	23	23
Pella Corp	Page	Shenandoah	\$1,906,000.00	10/2/1998	455	455
Access Direct Telemarketing Inc	Polk	Des Moines	\$315,000.00	10/2/1998	151	151
Acme Printing Co Inc	Polk	Des Moines	\$90,500.00	10/2/1998	16	16
Equitable Life Insurance Co Of Iowa	Polk	Des Moines	\$961,500.00	10/2/1998	141	141
Trans-Lux Midwest Corp	Polk	Des Moines	\$81,500.00	10/2/1998	28	28
Cemen Tech Inc	Warren	Indianola	\$90,000.00	10/2/1998	27	27
Ita Group Inc	Polk	W Des Moines	\$452,000.00	10/24/1998	106	106
Vermeer Manufacturing Company	Marion	Pella	\$1,728,000.00	11/16/1998	325	325
Delta Dental	Polk	Ankeny	\$285,000.00	11/16/1998	40	40
Tmc Transportation Inc	Polk	Des Moines	\$345,000.00	11/16/1998	75	75
Yellow Freight System Inc	Polk	Urbandale	\$388,500.00	11/16/1998	85	85
Cgb Printing	Jasper	Newton	\$70,500.00	10/7/1999	10	10
Perishable Distributors Of Iowa	Polk	Ankeny	\$76,000.00	10/7/1999	30	30
American Republic Insurance Co	Polk	Des Moines	\$159,500.00	10/7/1999	62	62
Pioneer Hi Bred International Inc	Polk	Des Moines	\$866,000.00	10/7/1999	80	80
Abc Virtual Communications Inc	Polk	W. Des Moines	\$418,000.00	10/7/1999	48	48
John Willemssen Corp DbA Battery Patrol	Polk	Des Moines	\$187,000.00	1/27/2000	49	49
Monsanto Co	Polk	Ankeny	\$241,500.00	1/29/2000	31	31
Ball Plastic Container	Story	Ames	\$155,000.00	3/24/2000	26	26
Vermeer Manufacturing Company	Marion	Pella	\$2,245,000.00	4/2/2000	407	407
Pella Plastics Inc	Marion	Pella	\$169,000.00	4/18/2000	90	90
Seabury & Smith Inc	Polk	W. Des Mones	\$1,585,000.00	4/27/2000	325	325
Maytag Corp	Jasper	Newton	\$1,087,000.00	5/8/2000	249	249
Midland National Life Insurance Company	Polk	W. Des Moines	\$335,000.00	5/8/2000	40	40
Iowa Telecommunications Services Inc	Jasper	Newton	\$1,924,000.00	12/4/2000	292	292
Access Direct Telemarketing Inc	Polk	Des Moines	\$381,500.00	12/4/2000	207	207
Kemin Industries Inc	Polk	Des Moines	\$477,500.00	12/4/2000	76	76
Abc Virtual Communications Inc	Polk	W. Des Moines	\$967,000.00	12/4/2000	100	100
Modern Solutins Inc	Polk	W. Des Moines	\$193,500.00	12/4/2000	14	14
Pella Corp	Sioux	Sioux Center	\$1,113,000.00	1/14/2001	226	226
Quality Consulting Inc	Polk	Clive	\$231,000.00	3/16/2001	40	40
American Home Shield Corp	Carroll	Carroll	\$236,500.00	4/23/2001	48	48
Perishable Distributors Of Iowa	Polk	Ankeny	\$125,000.00	4/23/2001	150	150
Keystone Electrical Manufacturing Company	Polk	Des Moines	\$80,500.00	4/23/2001	32	32
Lomar Distributing Inc	Polk	Des Moines	\$141,000.00	4/23/2001	29	29
Nationwide Mutual Insurance Company	Polk	Des Moines	\$654,000.00	4/23/2001	150	150
Pioneer Hi Bred International Inc	Polk	Des Moines	\$826,500.00	4/23/2001	80	80
Relationship Marketing Inc	Polk	Des Moines	\$324,000.00	4/23/2001	42	42
John Deere Ag Amangement Solutions	Polk	Urbandale	\$877,000.00	4/23/2001	81	81
Ita Group	Polk	W. Des Moines	\$260,500.00	4/23/2001	38	38
Quality Counsulting Inc	Polk	Des Moines	\$490,500.00	1/4/2002	40	40
Metropolitan Life Ins. Co.	Pold	W. Des Moines	\$593,250.00	4/8/2002	128	128
Deere Credit Services	Polk	Johnston	\$1,836,000.00	4/8/2002	202	202
Automatic Data Processing Inc	Polk	W. Des Moines	\$365,500.00	4/15/2002	60	60
Clarke American Checks Inc	Polk	Ankeny	\$265,500.00	5/8/2002	67	67
Co-Line Welding Inc	Jasper	Sully	\$92,500.00	11/14/2002	20	20
Equitable Life Insurance Co Of Iowa	Polk	Des Moines	\$1,836,750.00	11/19/2002	400	400
American Home Shield Corp	Carroll	Carroll	\$101,000.00	11/20/2002	30	30
Employers Mutual Casualty Co	Polk	Des Moines	\$394,000.00	11/20/2002	51	51
Nationwide Mutual Insurance Company	Polk	Des Moines	\$1,136,750.00	11/22/2002	175	175
Midland National Life Insurance Company	Polk	W. Des Moines	\$534,500.00	11/26/2002	82	82
Heinrich Envelop Inc	Boone	Boone	\$66,000.00	11/27/2002	25	25
Fbl Financial Group Inc	Polk	W. Des Moines	\$445,000.00	11/27/2002	46	46
Nationwide Mortgage	Polk	W. Des Moines	\$837,000.00	11/27/2002	200	200
Ball Plastic Container	Story	Ames	\$205,500.00	11/29/2002	40	40
Mid-America Manufacturing	Story	Nevada	\$77,500.00	12/4/2002	15	15
Ncmic Group Inc	Polk	W. Des Moines	\$358,000.00	12/5/2002	50	50
Graphic Edge	Carroll	Carroll	\$85,500.00	12/8/2002	50	50
Totals For 60 Contracts :			\$34,032,750.00		6,490	6,490

Area XII
Western Iowa Tech Community College

Gene Sokolowski
Western Iowa Tech Community College
4647 Stone Avenue, Box 5199
Sioux City, IA 51102
712.274.6419



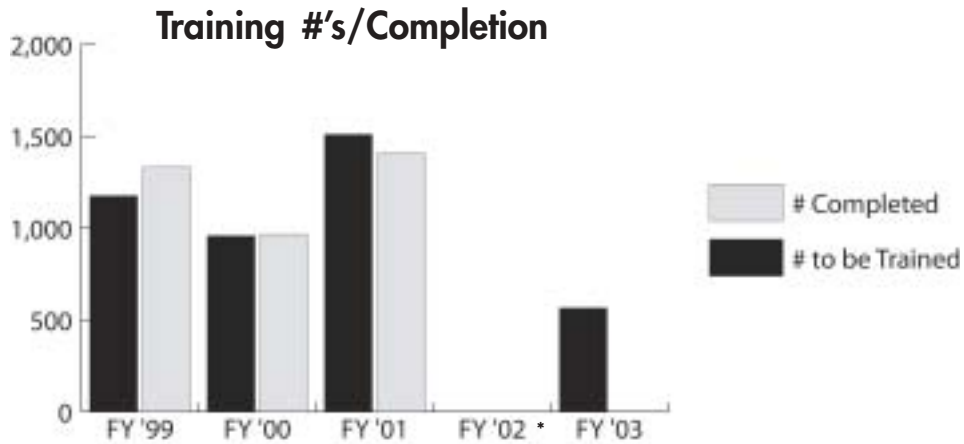
260F Case Study Western Iowa Tech Community College Bekins Logistics

Bekins is a third party logistics provider offering a full line of logistics services including warehousing, distribution, kitting, reverse logistics, facility development, e-fulfillment, regional transportation and value-added services. Certified to the ISO 9001:2000 Standard, Bekins is a customer-focused company, designing logistics solutions specific to the needs of their customers. State-of-the-art technology is key to Bekins success. The sophisticated use of information technology provides identification and traceability of warehoused inventory, inventory accuracy and custom designed website reporting. As a result of a commitment to being where their customers need them to be, Bekins is quickly moving into a broad base of facilities across America. Currently operating from over 3 million square feet of warehouse space, Bekins serves Fortune 500 companies, local businesses and start-ups. The corporate headquarters for Bekins remains in Sioux City, IA.

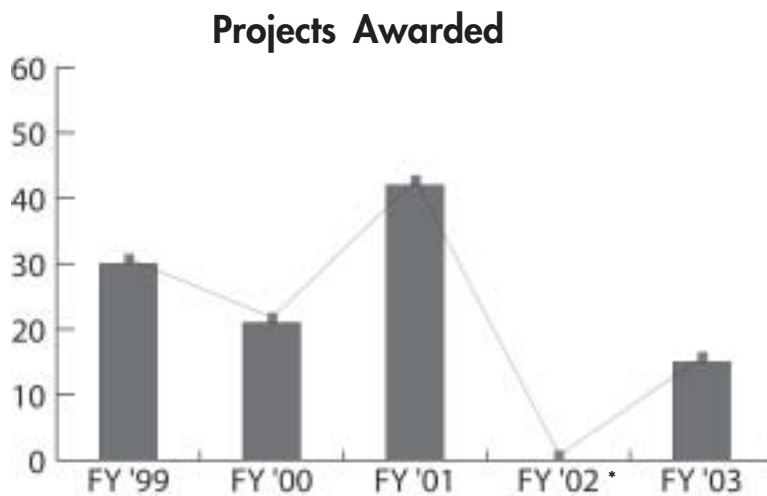
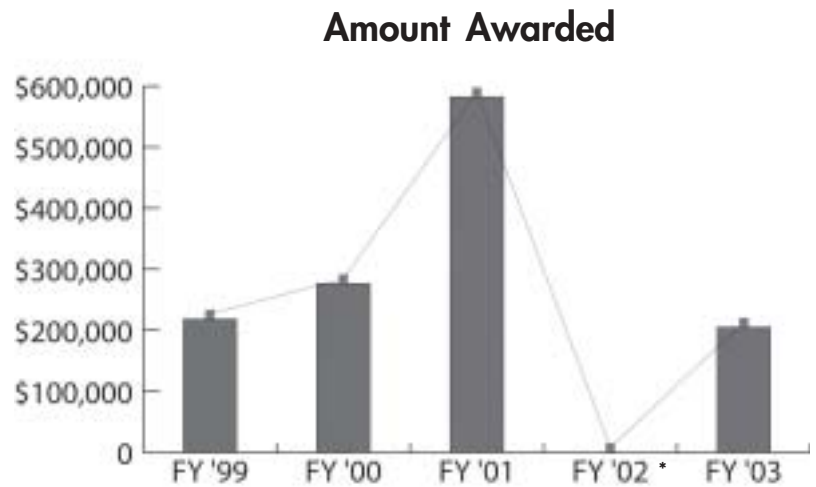
The 260F Iowa Jobs Training Program has given Bekins the opportunity to provide employees with a resource for improving professional skills in a variety of areas including Microsoft Excel and Access, Defensive Driving, and High Performance Management. Computer training has been particularly helpful for the customer service team by refining their skills in various spreadsheet and database applications in order to provide timely information to customers. Over forty CDL drivers with Bekins' transportation fleet participated in a Professional Truck Driver Course that concentrated on defensive driving strategies. As a result, drivers are more aware of road hazards and Bekins' exceptional safety records continue to improve. As a growing company, it is important for Bekins to "grow their own" logistics managers whenever possible. Through the High Performance Management Training series, Bekins' supervisors were trained in time management, team building, and goal setting. This professional development supports Bekins' mission of providing a safe, rewarding and supportive work environment while creating efficiencies in operations.

Don Stevens, General Manager of Safety and Risk Management states, "Western Iowa Tech Community College continues to provide training opportunities that focus on Bekins specific needs and employee development, at significant cost savings. The dedication to constantly improving services to the business community by making those resources more accessible is vital to the area served. The 260F Iowa Jobs Training Program, administered by Western Iowa Tech, has fulfilled our training needs in several areas and has enhanced the skills of employees."

Iowa Jobs Training Program 260F Des Moines Area Community College



* FY'02 reflects no program activity due to the college over expending in FY'01



Iowa Jobs Training Program 260F Individual Business Projects

Business	County	Town	Amount Award	Approval Date	# to be Trained	Actual # Trained	Coding Status
Terra-Port Neal Plant	Woodbury	Sergeant Bluff	\$25,000.00	5/5/2003	50		1b
Krajicek, Inc.	Crawford	Denison	\$21,131.00	4/30/2003	30		1b
Prodenco	Woodbury	Sioux City	\$9,755.00	4/30/2003	15		1b
Chesterman Company	Woodbury	Sioux City	\$21,900.00	4/25/2003	55		1b
Midwest Shop Supplies, Inc. Db	Woodbury	Sioux City	\$19,579.00	4/22/2003	22		1b
Sioux City Ready Mix Concrete Company	Woodbury	Sioux City	\$8,540.00	4/22/2003	10		1b
Wilson Trailer Company	Woodbury	Sioux City	\$20,885.00	4/22/2003	60		1b
Bekins Group	Woodbury	Sioux City	\$13,326.00	3/18/2003	144		1b
Continental Deli Foods, Inc.	Cherokee	Cherokee	\$16,922.00	3/18/2003	14		1b
Larry Day Inc Db	Woodbury	Sergeant Bluff	\$4,226.00	2/24/2003	9		1b
Westway Terminal Company	Woodbury	Sioux City	\$4,945.00	2/24/2003	10		1b
Bodeans Baking Company	Plymouth	Le Mars	\$18,264.00	2/7/2003	40		1b
Smurfit-Stone Container Corporation	Woodbury	Sioux City	\$11,441.00	2/7/2003	89		1b
State Steel Supply Co.	Woodbury	Sioux City	\$4,995.00	1/23/2003	8		1b
American Natural Soy Processors	Cherokee	Cherokee	\$4,415.00	11/3/2002	9		1b
V T Industries Inc	Ida	Holstein	\$20,700.00	5/21/2001	50	60	2b
Bodeans Baking Company	Plymouth	Le Mars	\$22,813.00	5/3/2001	21	21	2a
C W Suter & Son Inc	Woodbury	Sioux City	\$25,000.00	5/3/2001	25		3a
Cyclone Security Guard Service Inc	Woodbury	Sergeant Bluff	\$4,830.00	5/3/2001	7	7	2a
Earthgrains	Woodbury	Sioux City	\$20,045.00	5/3/2001	38		1a
Harkers Distribution Inc	Plymouth	Le Mars	\$20,766.00	5/3/2001	49	49	2a
Harkers Distribution Inc	Plymouth	Le Mars	\$21,390.00	5/3/2001	8	8	2a
John Morrell & Co	Woodbury	Sioux City	\$21,563.00	5/3/2001	35	35	2a
L & L Builders Co	Woodbury	Sioux City	\$5,175.00	5/3/2001	10	10	2a
Nutra Flo Company	Woodbury	Sioux City	\$25,000.00	5/3/2001	58		1b
Sabre Communications Corporation	Woodbury	Sioux City	\$12,472.00	5/3/2001	24		1b
Selective Petfoods Service	Woodbury	Sioux City	\$4,945.00	5/3/2001	7	7	2a
Solar Plastics Inc	Woodbury	Sioux City	\$23,891.00	5/3/2001	42	42	2a
Terra Port Neal Plant	Woodbury	Sergeant Bluffs	\$14,724.00	5/3/2001	25	25	2a
Wells Dairy Inc	Plymouth	Le Mars	\$25,000.00	5/3/2001	55	83	2b
Wells Dairy Inc li	Plymouth	Le Mars	\$25,000.00	5/3/2001	76	120	2b
Western States Manufacturing Company	Woodbury	Sioux City	\$4,945.00	5/3/2001	7	7	2a
American Pop Corn Company	Woodbury	Sioux City	\$25,000.00	4/27/2001	40		1b
Chesterman Company	Woodbury	Sioux City	\$21,994.00	4/27/2001	32		1a
Continental Deli Foods Inc	Cherokee	Cherokee	\$4,945.00	4/27/2001	70	80	2b
Ibp Inc Transcontinental Cold Storage	Woodbury	Sioux City	\$21,563.00	4/27/2001	36	36	2a
Jarco Builders Ltd	Woodbury	Sioux City	\$12,938.00	4/27/2001	24	30	2b
Midwest Shop Supplies Inc Db	Woodbury	Sioux City	\$12,092.00	4/27/2001	24	24	2a
Simonson Industries Inc	Cherokee	Quimby	\$4,658.00	4/27/2001	56	57	2b
Siouxland Recovery	Woodbury	Sioux City	\$4,945.00	4/27/2001	9	9	2a
Stockmans Llc	Woodbury	Lawton	\$4,882.00	4/27/2001	10	16	2b
Western Iowa Corp	Woodbury	Hornick	\$5,121.00	4/27/2001	70	75	2b
Anderson Foods Ltd Db	Plymouth	Le Mars	\$4,997.00	4/26/2001	5	5	2a
Sioux Tools Inc	Woodbury	Sioux City	\$25,000.00	4/26/2001	18		3a
Custom Rib Company	Crawford	Denison	\$25,000.00	4/4/2001	130	138	2b
Wis Pak Plastics	Woodbury	Sioux City	\$11,311.00	2/27/2001	28	28	2a
Diosynth Inc	Woodbury	Sioux City	\$4,904.00	2/14/2001	5	5	2a
Midwest Shop Supplies Inc Db	Woodbury	Sioux City	\$19,406.00	2/14/2001	19	19	2a
Nutra Flo Company	Woodbury	Sioux City	\$18,910.00	2/7/2001	145	145	2a
Siouxland Recovery	Woodbury	Sioux City	\$4,909.00	1/26/2001	12	19	2b
United Bank Of Iowa	Ida	Ida Grove	\$3,091.00	1/26/2001	16	17	2b

1 - Active projects
a - Completed awaiting final reports
b - Ongoing training

2 - Completed projects
a - Obligated number trained
b - Additional numbers trained
c - Completed unutilized funds
- unutilized funds to be returned
* - monies have been returned

3 - Withdrawn/Cancelled projects
a - Monies not drawn
b - Monies drawn have been returned
c - Monies drawn to be returned

4 - Default training completed
Not enough students trained funds yet to be returned

Business	County	Town	Amount Award	Approval Date	# to be Trained	Actual # Trained	Coding Status
Bekins Group	Woodbury	Sioux City	\$3,182.00	9/15/2000	7	8	2b
Vt Industries Inc	Ida	Holstein	\$14,847.00	8/3/2000	50	52	2b
Smurfit Stone Container Corporation	Woodbury	Sioux City	\$4,825.00	7/25/2000	7	7	2a
Wispak Plastics	Woodbury	Sioux City	\$5,692.00	7/25/2000	80	83	2b
Ibp Inc Transcontinental Cold Storage	Woodbury	Sioux City	\$10,450.00	7/21/2000	40	40	2a
Wilson Trailer Company	Woodbury	Sioux City	\$9,476.00	7/6/2000	40	40	2a
Schaeff Inc	Woodbury	Sioux City	\$4,945.00	5/26/2000	120	120	2a
Lemars Mutual Insurance Company Of Iowa	Plymouth	Le Mars	\$10,730.00	4/26/2000	92	0	3a
Office Furniture Outlet Inc	Woodbury	Sioux City	\$25,000.00	4/20/2000	14	16	2b
Farmers Cooperative Co	Plymouth	Hinton	\$4,917.00	4/4/2000	62	64	2b
First Federal Bank	Woodbury	Sioux City	\$6,006.00	4/4/2000	50	50	2a
Schaeff Inc	Woodbury	Sioux City	\$24,505.00	4/4/2000	117	119	2b
Mci Worldcom	Woodbury	Sergeant Bluff	\$8,194.00	3/31/2000	20	21	2b
Prince Manufacturing	Woodbury	Sioux City	\$19,924.00	3/31/2000	6	13	2b
American Pop Corn Company	Woodbury	Sioux City	\$24,390.00	3/22/2000	42	76	2b
Parsons Equipment Co	Woodbury	Sioux City	\$3,443.00	3/10/2000	17	17	2a
Besser International Pip Machinery Corp	Woodbury	Sioux City	\$25,000.00	3/7/2000	116	128	2b
Vt Industries Inc	Ida	Holstein	\$9,856.00	3/6/2000	55	55	2a
Rw Rice Company Inc	Woodbury	Sioux City	\$19,342.00	3/2/2000	28	31	2b
Bekins Group	Woodbury	Sioux City	\$4,025.00	3/1/2000	10	10	2a
Midwest Shop Supplies Inc Dba Midwest	Woodbury	Sioux City	\$16,813.00	2/2/2000	26	26	2a
Stockmen's Llc	Woodbury	Lawton	\$4,788.00	1/9/2000	7	7	2a
United Bank Of Iowa	Ida	Ida Grove	\$11,388.00	1/9/2000	59	63	2b
Midwest Industries Inc	Ida	Ida Grove	\$12,938.00	1/6/2000	11	45	2b
Professional Computer Systems Co	Crawford	Denison	\$24,323.00	11/13/1999	46	46	2a
Solar Plastics Inc	Woodbury	Sioux City	\$11,868.00	9/27/1999	44	44	2a
Continental Deli Foods Inc	Cherokee	Cherokee	\$4,334.00	7/27/1999	16	16	2a
Bekins Group	Woodbury	Sioux City	\$4,313.00	5/10/1999	50	51	2b
R J Thomas Mfg Co Inc	Cherokee	Cherokee	\$8,445.00	5/10/1999	40	44	2b
Bear Graphics Inc	Woodbury	Sioux City	\$4,986.00	4/23/1999	18	20	2b
Obeco Truck Equipment Company Inc	Cherokee	Cherokee	\$4,996.00	4/19/1999	6	6	2a
Pioneer Internet	Woodbury	Sergeant Bluff	\$4,456.00	4/19/1999	5	5	2a
Chesterman Co	Woodbury	Sioux City	\$25,000.00	4/12/1999	77	77	2a
Cyclone Security Guard Services Inc	Woodbury	Sergeant Bluff	\$8,625.00	4/12/1999	230	365	2b
Security National Bank	Woodbury	Sioux City	\$4,600.00	4/12/1999	8	8	2a
Selective Petfoods Services	Woodbury	Sioux City	\$4,999.00	4/12/1999	18	18	2a
Stockmen's Llc	Woodbury	Lawton	\$4,997.00	4/12/1999	10	10	2a
Vt Industries Inc	Ida	Holstein	\$4,313.00	4/12/1999	10	10	2a
L & L Builders Co	Woodbury	Sioux City	\$2,588.00	4/7/1999	15	15	2a
Midwest Industries Inc	Ida	Ida Grove	\$4,313.00	3/31/1999	10	10	2a
Metz Baking Co	Woodbury	Sioux City	\$6,038.00	3/16/1999	14	14	2a
Schaeff Inc	Woodbury	Lawton	\$19,932.00	3/16/1999	50	50	2a
Wilson Trailer Co	Woodbury	Sioux City	\$10,047.00	2/22/1999	60	60	2a
Schoon Construction Inc	Cherokee	Cherokee	\$24,309.00	2/8/1999	100	157	2b
Midwest Office Automations Inc	Woodbury	Sioux City	\$4,830.00	1/29/1999	18	18	2a
Bohlmann Inc	Crawford	Denison	\$4,500.00	11/18/1998	21	22	2b
Continental Deli Foods Inc	Cherokee	Cherokee	\$4,924.00	11/18/1998	30	31	2b
Metz Baking Co	Woodbury	Sioux City	\$6,176.00	11/18/1998	14	14	2a
Port Neal Welding Co Inc	Woodbury	Salix	\$11,735.00	11/18/1998	7	0	3a
Terra Express Inc	Woodbury	Sioux City	\$4,999.00	11/18/1998	20	22	2b
Sioux-Preme Pork Products	Woodbury	Sioux City	\$6,256.00	9/25/1998	82	84	2b
Burke Engineering Sales Co	Woodbury	Sioux City	\$4,830.00	9/23/1998	23	0	3a
Security National Bank	Woodbury	Sioux City	\$4,975.00	9/23/1998	24	25	2b
Camion Equipment Co Inc Flasco	Woodbury	Lawton	\$4,945.00	9/16/1998	16	16	2a

1 - Active projects
a - Completed awaiting final reports
b - Ongoing training

2 - Completed projects
a - Obligated number trained
b - Additional numbers trained
c - Completed unutilized funds
- unutilized funds to be returned
* - monies have been returned

3 - Withdrawn/Cancelled projects
a - Monies not drawn
b - Monies drawn have been returned
c - Monies drawn to be returned

4 - Default training completed
Not enough students trained funds yet to be returned

Iowa Jobs Training Program 260F Individual Business Projects (Cont.)

Business	County	Town	Amount Award	Approval Date	# to be Trained	Actual # Trained	Coding Status
Fabricators Inc	Woodbury	Sioux City	\$4,830.00	9/16/1998	25	0	3a
Mau Trucking Inc	Ida	Ida Grove	\$4,715.00	9/16/1998	125	127	2b
Western States Mfg Co	Woodbury	Sioux City	\$3,910.00	9/16/1998	50	53	2b
Grand Total			\$1,283,032.00		4209	3706	

Iowa Jobs Training Program 260F Comm. College Business Network Projects

Business	County	Town	Amount Award	Approval Date	# to be Trained	Actual # Trained	Coding Status
Midwest Industries			\$99,326.00	6/23/1999	205	350	2b
Midwest Industries	Ida	Ida Grove	\$0.00	6/23/1999	70	70	2a
Vt Industries Inc	Woodbury	Holstein	\$0.00	6/23/1999	35	35	2a
Coil Craft Inc	Sioux	Hawarden	\$0.00	6/23/1999	120	120	2a
Selective Pet Foods	Woodbury	Sioux City	\$0.00	6/23/1999	40	40	2a
Harkers Distribution Inc	Plymouth	Le Mars	\$0.00	6/23/1999	12	12	2a
Groschopp Inc	Sioux	Sioux Center	\$0.00	6/23/1999	30	59	2b
Wells Dairy Inc	Plymouth	Le Mars	\$0.00	6/23/1999	200	205	2b
John Morrell	Woodbury	Sioux City	\$0.00	6/23/1999	46	5	2c
Custom Ribs Company	Crawford	Denison	\$0.00	6/23/1999	5	5	2a
Smurfit Stone Container Corp	Woodbury	Sioux City	\$0.00	6/23/1999	40	5	2c
State Steel Company	Woodbury	Sioux City	\$0.00	6/23/1999	8	8	2a
Chesterman Company	Woodbury	Sioux City	\$0.00	6/23/1999	25	25	2a
lbp	Crawford	Denison	\$0.00	6/23/1999	20	20	2a
Grand Total			\$99,326.00		856	959	

Iowa Jobs Training Program 260F Community College Consortium Projects

Business	County	Town	Amount Award	Approval Date	# to be Trained	Actual # Trained	Coding Status
Siouxland Auto Repair Association	Woodbury	Sioux City	\$22,940.00	9/1/2000	37	39	2b
Charlie Zook Collision Center	Woodbury	Sioux City	\$0.00	9/1/2000	7	7	2a
Division St Paint & Body	Woodbury	Sioux City	\$0.00	9/1/2000	3	3	2a
Hoak Motors Body Shop	Woodbury	Sioux City	\$0.00	9/1/2000	4	5	2b
Knoepfler Chevrolet Co	Woodbury	Sioux City	\$0.00	9/1/2000	9	9	2a
Pats Body Shop	Cherokee	Marcus	\$0.00	9/1/2000	2	2	2a
Prestige Paint And Body Shop	Woodbury	Sioux City	\$0.00	9/1/2000	10	10	2a
Ron Pieper Body Shop Inc	Woodbury	Sioux City	\$0.00	9/1/2000	3	3	2a
Information Technology Training Consortium			\$100,000.00	2/3/2000			1b
Clarinda Company	Page	Clarinda	\$0.00	2/3/2000	10		1b
Professional Computer Systems	Crawford	Denison	\$0.00	2/3/2000	10		1b
Bomgaars Supply Inc	Woodbury	Sioux City	\$0.00	2/3/2000	2		1b
Sosinc	Woodbury	Sioux City	\$0.00	2/3/2000	15		1b
Network Systems Inc	Woodbury	Sioux City	\$0.00	2/3/2000	6		1b
Security National Bank	Woodbury	Sioux City	\$0.00	2/3/2000	3		1b
Bond Equipment Corp	Harrison	Logan	\$0.00	2/3/2000	4		1b
Partners In Computing Inc	Pottawattamie	Council Bluffs	\$0.00	2/3/2000	9		1b
Grand Total			\$122,940.00		134	78	

1 - Active projects
a - Completed awaiting final reports
b - Ongoing training

2 - Completed projects
a - Obligated number trained
b - Additional numbers trained
c - Completed unutilized funds
- unutilized funds to be returned
* - monies have been returned

3 - Withdrawn/Cancelled projects
a - Monies not drawn
b - Monies drawn have been returned
c - Monies drawn to be returned

4 - Default training completed
Not enough students trained funds yet to be returned



260E Case Study Western Iowa Tech Community College Pech Optical Corporation

In 1989, Robert Pech founded Pech Optical Corp. He began his operation with 44 employees and that number has now grown to around 250. It has grown in annual sales 15-20% also since that beginning. Today, Pech Optical Corp. services opticians, ophthalmologists, and optometrists from 36 different states and every business day in Sioux City there is approximately 2000 customized eyeglass Rx's produced to doctor's specifications at this lab.

The progression of the company was taking hold in the optical community fast and Pech found the need to seek the help of Western Iowa Tech Community College and the 260E New Jobs Training Program. This has allowed Pech to provide on the job technical training on the latest optical machinery. Western Iowa Tech Community College has not only provided computer classes but have also provided Pech the classes on leadership for our up and coming managing staff. They offer classes on communication, leadership and management skills that have helped to mold this fast growing company.

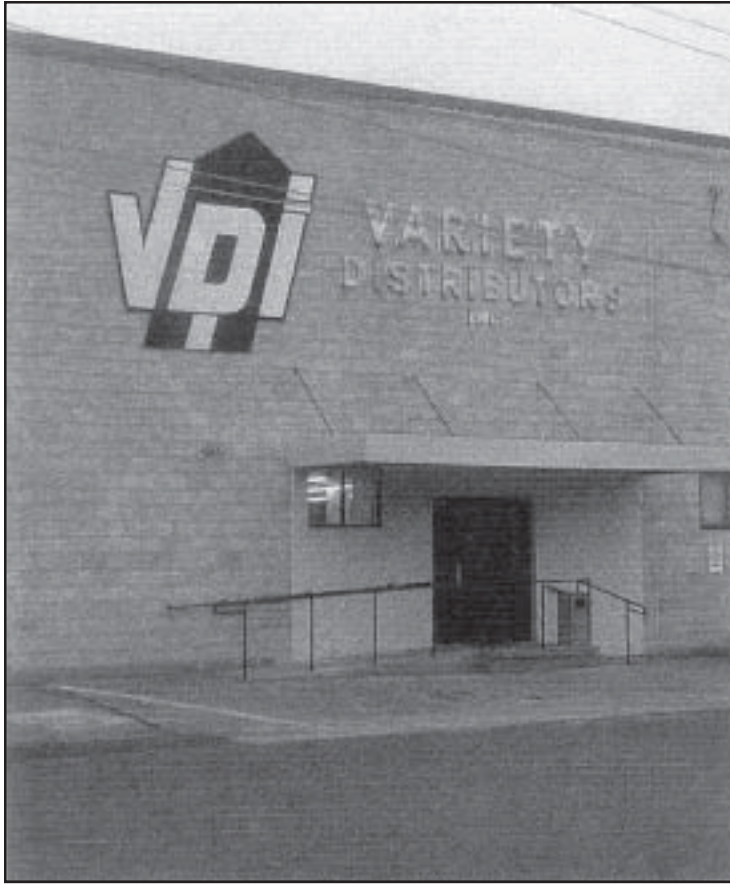
We would like to state that this growth would have been considerably slower and more difficult had we not had the 260E program available for our educational needs.

Industrial New Jobs Training Program 260E Projects

Business	County	Town	Amount of Award	Approval Date	Planned # of Jobs	Highest # of Jobs
Hy-Vee Inc	Cherokee	Cherokee	\$295,000.00	7/21/1998	67	214
Vt Industries	Ida	Holstein	\$220,000.00	9/18/1998	53	45
Harkers Distribution Inc	Plymouth	Le Mars	\$475,000.00	9/18/1998	70	43
Wells Dairy Inc	Plymouth	Le Mars	\$680,000.00	9/18/1998	100	100
Ag Processing Inc	Woodbury	Sergeant Bluff	\$50,000.00	9/18/1998	8	8
Global Foods Group Inc	Woodbury	Sioux City	\$330,000.00	9/18/1998	90	125
Lttid, Llc; Kjm Marketing Inc & Office Furniture Outlet Inc	Woodbury	Sioux City	\$230,000.00	9/18/1998	50	57
Terra Industries Inc	Woodbury	Sioux City	\$765,000.00	9/18/1998	70	55
Tur Pak Foods Inc	Woodbury	Sioux City	\$310,000.00	9/18/1998	150	420
Design Homes Inc	Woodbuty	Salix	\$145,000.00	9/18/1998	60	77
Petersen Mfg Co	Crawford	Denison	\$25,000.00	7/21/1999	10	11
Mpca Inc	Plymouth	Lemars	\$170,000.00	7/21/1999	30	27
Smithco Inc	Plymouth	Lemars	\$785,000.00	7/21/1999	132	79
Iowa Veterinary Supply Co	Woodbury	Sioux City	\$55,000.00	7/21/1999	15	16
Sensible Office Solutions Inc	Woodbury	Sioux City	\$305,000.00	7/21/1999	33	35
Bekins Distribution Center Co	Plymouth	Lemars	\$65,000.00	12/4/2000	15	24
Bodeans Baking Company Llc	Plymouth	Lemars	\$110,000.00	12/4/2000	21	35
Sosinc Communications Corp	Woodbury	Sioux City	\$745,000.00	12/4/2000	103	0
Quad County Corn Processors	Ida	Galva	\$160,000.00	7/9/2002	24	36
Ramsgate Corp DbA Hellers Carbonics West	Ida	Galva	\$50,000.00	7/9/2002	15	17
Bodeans Baking Company Llc	Plymouth	Lemars	\$115,000.00	7/9/2002	32	32
Mobren Transport DbA Mobren Biological Division	Woodbury	Sioux City	\$145,000.00	7/9/2002	16	26
Pech Optical Corp	Woodbury	Sioux City	\$375,000.00	7/9/2002	129	167
Totals For 23 Contracts :			\$6,605,000.00		1,293	1,649

Area XIII
Iowa Western Community College

Mark Stanley
Iowa Western Community College
2700 College Box 4C
Council Bluffs, IA 51502
712.325.3375



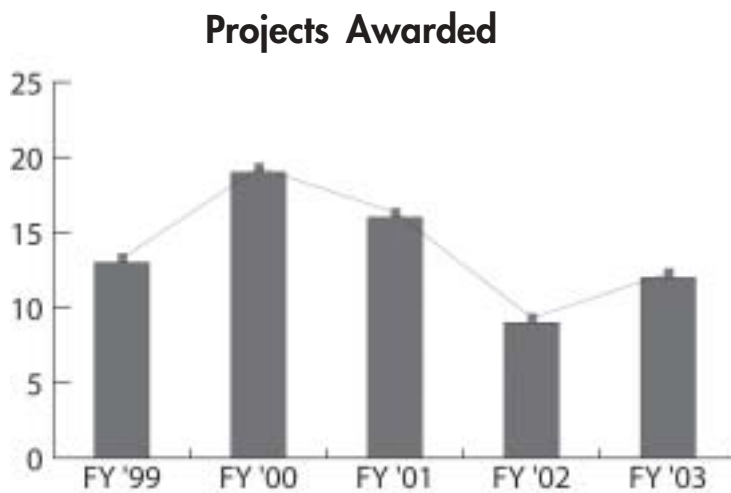
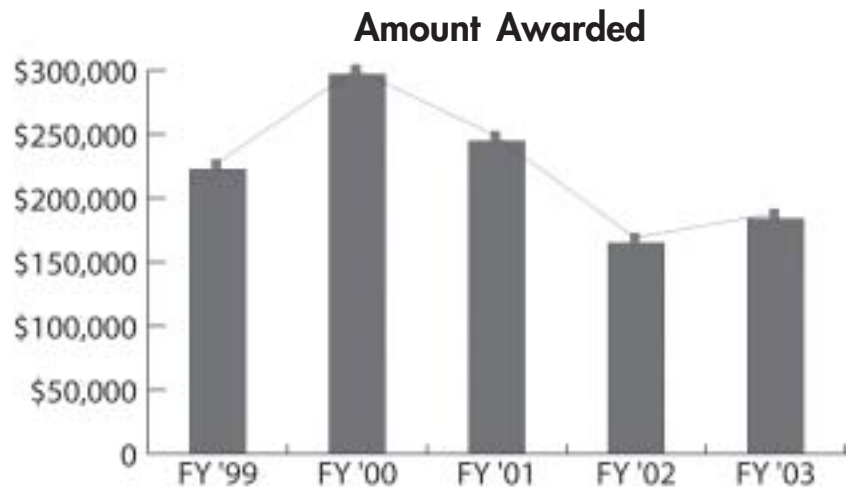
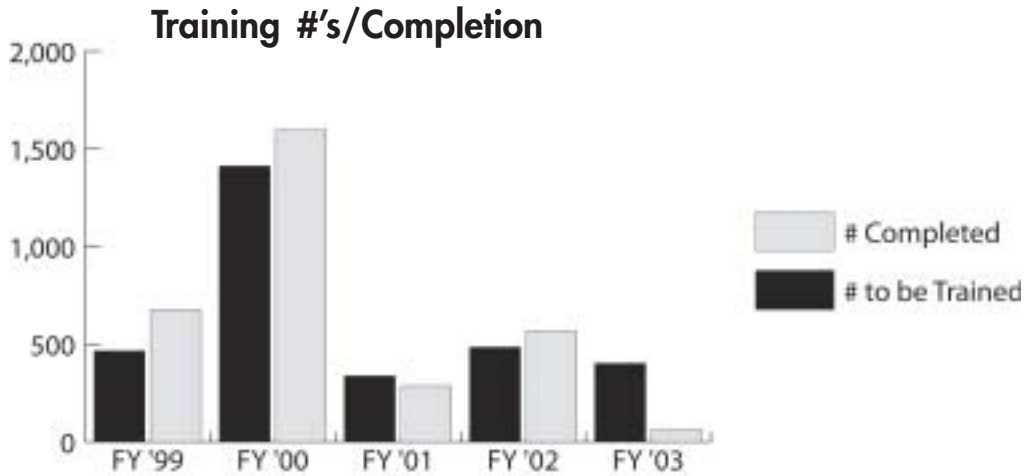
260F Case Study Iowa Western Community College EMCO Enterprises, Inc.

Variety Distributors Incorporated (VDI) is a full line general merchandise distributor, in business since 1946. Centrally located in Western Iowa, VDI's everyday and seasonal warehouses serve over 700 independent retailers throughout the United States. Our wholly owned Mangelsen division serves 1500+, primarily craft stores, including National Accounts such as: Ben Franklin Crafts, Rag Shop, Hancock Fabric, Michael's and Wal-Mart.

In the late fifties, VDI moved its entire warehouse operation from St. Louis, Missouri to a smaller town, Harlan, Iowa, due to increasing prices in warehouse expenses and payroll. Since that move, the Company has steadily grown to become the largest co-op wholesaler in the United States.

"The 260F, Iowa Jobs Training Program, has been very beneficial to our company by providing training for 12 employees in supervisory positions," says Susan Hillgartner, Human Resources. Employees gained skills in participatory management techniques and communication. "By practicing these skills the company's entire employee base has benefited. This program provided our supervisors the tools to be more successful leaders and effective communicators in a changing workforce. The 260F program has provided us a great opportunity, and we really appreciate Iowa Western Community College's efforts regarding the excellent coordination and class instruction

Iowa Jobs Training Program 260F Iowa Western Community College



Iowa Jobs Training Program 260F Individual Business Projects

Business	County	Town	Amount Award	Approval Date	# to be Trained	Actual # Trained	Coding Status
Jacobs Corporation	Shelby	Harlan	\$18,457.00	6/12/2003	48		1b
Perfection Learning Corporation	Harrison	Logan	\$12,384.00	6/12/2003	75		1b
Perfection Press, Inc	Harrison	Logan	\$18,314.00	6/12/2003	45		1b
World Cal, Inc.	Shelby	Elk Horn	\$25,000.00	4/30/2003	4		1b
Variety Distributors, Inc.	Shelby	Harlan	\$25,000.00	4/28/2003	130		1b
Lisle Corporation	Page	Clarinda	\$4,347.00	4/22/2003	25		1b
Liberty Labs	Shelby	Kimballtown	\$25,000.00	2/6/2003	4		1b
Lloyd Inc. Of Iowa	Page	Shenandoah	\$3,450.00	2/6/2003	16	16	2a
Lisle Corporation	Page	Clarinda	\$2,445.00	12/6/2002	30	43	2b
Insul-8 Corporation	Shelby	Harlan	\$13,908.00	11/14/2002	7	4	2c2
Lisle Corporation	Page	Clarinda	\$25,000.00	10/16/2002	6		1b
Peregoy Custom Cabinets	Pottawattamie	Council Bluffs	\$10,522.00	7/15/2002	12		3b
Pella Windows	Page	Shenandoah	\$25,000.00	5/9/2002	40	76	2b
Phyto Technologies Inc	Harrison	Woodbine	\$14,763.00	4/30/2002	7	7	2a
Perfection Learning Corporation	Harrison	Logan	\$4,587.00	3/17/2002	80	105	2b
Perfection Press	Harrison	Logan	\$13,213.00	3/17/2002	50	68	2b
Conagra Frozen Foods	Pottawattamie	Council Bluffs	\$25,000.00	3/16/2002	70	70	2a
Variety Distributors	Shelby	Harlan	\$25,000.00	3/5/2002	179	179	2a
Insul-8	Shelby	Harlan	\$7,224.00	1/17/2002	35	35	2a
Liberty Labs Inc	Shelby	Kimballton	\$25,000.00	1/7/2002	6	6	2a
Golden Valley Microwave Foods	Fremont	Hamburg	\$25,000.00	9/14/2001	18	22	2b
Lloyd Inc Of Iowa	Page	Shenandoah	\$25,000.00	4/24/2001	20	41	2b
Lloyd Inc Of Iowa li	Page	Shenandoah	\$16,450.00	4/24/2001	60		1a
Electrical Integrators Incorporated	Pottawattamie	Council Bluffs	\$2,450.00	4/19/2001	1	1	2a
Electrical Integrators Incorporated	Pottawattamie	Council Bluffs	\$9,982.00	4/10/2001	4	4	2a
Yellow Jacket Manufacturing	Cass	Griswold	\$14,360.00	4/10/2001	4	6	2b
Pella Windows	Page	Shenandoah	\$15,612.00	4/4/2001	45	55	2b
Phyto Technologies Incorporated	Harrison	Woodbine	\$5,287.00	3/9/2001	12	12	2a
Iowa Fittings Inc	Pottawattamie	Oakland	\$18,731.00	2/27/2001	15		1b
Omaha Standard Inc	Pottawattamie	Council Bluffs	\$25,000.00	2/27/2001	50	52	2b
Interstate Electric Supply Company	Pottawattamie	Council Bluffs	\$25,000.00	2/16/2001	40	40	2a
Owen Industries/Paxton Vierling Steel	Pottawattamie	Carter Lake	\$13,717.00	1/17/2001	2	2	2a
Owen Industries Paxton Vierling Steel	Pottawattamie	Carter Lake	\$7,803.00	1/12/2001	12	12	2a
Owen Industries Paxton Vierling Steel	Pottawattamie	Carter Lake	\$25,000.00	1/12/2001	12		1b
Electrical Integrators Incorporated	Pottawattamie	Council Bluffs	\$7,614.00	12/5/2000	6	6	2a
Jacobs Corporation	Shelby	Harlan	\$25,000.00	11/28/2000	50	51	2b
Phyto Technologies Inc	Harrison	Woodbine	\$7,537.00	8/31/2000	5	5	2a
Yellow Jacket Manufacturing	Cass	Griswold	\$20,309.00	5/9/2000	6	7	2b
Godlen Valley Microwave	Fremont	Hamburg	\$25,000.00	5/5/2000	14	32	2b
Laurel Tree Records LLC	Harrison	Woodbine	\$10,135.00	5/5/2000	6	8	2b
Nsk Corporation	Page	Clarinda	\$21,890.00	5/5/2000	410	450	2c2
Nsk Aks	Page	Clarinda	\$24,928.00	5/3/2000	85	93	2b
Wmc Distributing	Pottawattamie	Council Bluffs	\$5,481.00	4/20/2000	8		3b
Mcneillys	Page	Shenandoah	\$5,643.00	4/14/2000	7	8	2b
Eaton Corporation	Fremont	Shenandoah	\$25,000.00	3/31/2000	200	249	2b
Eaton Corporation	Fremont	Shenandoah	\$25,000.00	3/31/2000	250	270	2b
Phyto Technologies Inc	Harrison	Woodbine	\$4,912.00	3/24/2000	5	7	2b
Perfection Learning Corporation	Harrison	Logan	\$21,150.00	3/4/2000	59	74	2b
Omaha Standard Inc	Pottawattamie	Council Bluffs	\$22,781.00	3/2/2000	300	300	2a
Perfection Press	Harrison	Logan	\$19,744.00	3/2/2000	17	29	2b
A-M Systems	Pottawattamie	Council Bluffs	\$2,035.00	11/18/1999	2	2	2a

1 - Active projects
a - Completed awaiting final reports
b - Ongoing training

2 - Completed projects
a - Obligated number trained
b - Additional numbers trained
c - Completed unutilized funds
- unutilized funds to be returned
* - monies have been returned

3 - Withdrawn/Cancelled projects
a - Monies not drawn
b - Monies drawn have been returned
c - Monies drawn to be returned

4 - Default training completed
Not enough students trained funds yet to be returned

Business	County	Town	Amount Award	Approval Date	# to be Trained	Actual # Trained	Coding Status
Alter Scrap Processing	Pottawattamie	Council Bluffs	\$8,409.00	11/18/1999	5	5	2a
Paricom	Pottawattamie	Council Bluffs	\$25,000.00	11/18/1999	9	10	2b
Vogel Popcorn Company	Fremont	Hamburg	\$8,970.00	11/18/1999	4	27	2b
Yellow Jacket Manufacturing	Cass	Griswold	\$15,331.00	9/27/1999	10	11	2b
Lloyd Inc Of Iowa	Page	Shenandoah	\$4,950.00	7/27/1999	15	15	2a
Dana Glacier Vandervell	Cass	Atlantic	\$25,000.00	4/27/1999	56	142	2b
Dana Glacier Vandervell	Cass	Atlantic	\$25,000.00	4/27/1999	45	71	2b
Pella Windows	Page	Shenandoah	\$22,350.00	4/15/1999	50	75	2b
Vogel Popcorn Co	Fremont	Hamburg	\$10,350.00	3/16/1999	12	22	2b
Vogel Popcorn Co	Fremont	Hamburg	\$25,000.00	3/16/1999	25	25	2a
Vulcan Industries Inc	Harrison	Missouri Valley	\$11,550.00	3/16/1999	12	17	2b
Central Survey Inc	Page	Shenandoah	\$9,878.00	3/9/1999	14	14	2a
Perfection Learning Corp	Harrison	Logan	\$25,000.00	3/9/1999	55	55	2a
Perfection Press	Harrison	Logan	\$16,762.00	3/9/1999	19	19	2a
Jacobs Corp	Shelby	Harlan	\$21,975.00	2/10/1999	50	56	2b
Lisle Corp	Page	Clarinda	\$4,999.00	9/25/1998	100	149	2b
Bond Equipment Corp	Harrison	Logan	\$21,000.00	8/19/1998	20	23	2b
Lloyd Inc Of Iowa	Page	Shenandoah	\$3,600.00	8/10/1998	8	11	2b
Grand Total			\$1,112,289.00		3103	3194	

Iowa Jobs Training Program 260F Community College Consortium Projects

Business	County	Town	Amount Award	Approval Date	# to be Trained	Actual # Trained	Coding Status
Iwcc Supervisory & Mgmt Training Consortium			\$42,132.00	4/1/2003	60		1b
Ci Direct	Shelby	Harlan	\$0.00	4/1/2003	20		1b
Glacier Daido	Cass	Atlantic	\$0.00	4/1/2003	28		1b
Liberty Labs	Cass	Kimbalton	\$0.00	4/1/2003	4		1b
Variety Distributors	Shelby	Harlan	\$0.00	4/1/2003	16		1b
Iwcc Information Technology Training			\$46,200.00	4/5/2001			1b
Pella Window Corporation	Page	Shenandoah	\$0.00	4/5/2001	25		1b
Lloyd Incorporated Of Iowa	Page	Shenandoah	\$0.00	4/5/2001	40		1b
Iwcc Lean Mfg Training			\$50,000.00	3/7/2001			1b
Omaha Standard Inc	Pottawattamie	Council Bluffs	\$0.00	3/7/2001	20		1b
Yellow Jacket Mfg	Cass	Griswold	\$0.00	3/7/2001	3		1b
Entrepreneurial Training			\$4,999.00	5/11/2000	8	9	2b
Bond Equipment	Harrison	Logan	\$0.00	5/11/2000	1		2a
Perogry Cabinets	Pottawattamie	Council Bluffs	\$0.00	5/11/2000	1		2a
Yellow Jacket Manufacturing	Pottawattamie	Griswold	\$0.00	5/11/2000	2		2b
Laurel Tree Records	Harrison	Woodbine	\$0.00	5/11/2000	2		2a
Taylor Plastics	Pottawattamie	Council Bluffs	\$0.00	5/11/2000	2		2a
Customer Service Training			\$13,106.00	5/9/2000			2a
Mcneilly	Page	Shenandoah	\$0.00	5/9/2000	10	10	2a
City National Bank	Page	Shenandoah	\$0.00	5/9/2000	5	5	2a
First National Bank	Page	Shenandoah	\$0.00	5/9/2000	2	2	2a
Antique Alley	Page	Shenandoah	\$0.00	5/9/2000	3	3	2a
Mcneilly's	Page	Shenandoah	\$6,375.00	4/23/1999	2	10	2b
Acme Computers	Page	Shenandoah	\$0.00	4/23/1999	5	5	2a
Harvest Valley	Page	Shenandoah	\$0.00	4/23/1999	1	1	2a
Farmers National Co	Page	Shenandoah	\$0.00	4/23/1999	1	1	2a
Matthew Powell Creations	Harrison	Missouri Valley	\$0.00	4/23/1999	1	1	2a
Milco	Pottawattamie	Council Bluffs	\$0.00	4/23/1999	1	1	2a
Phyto-Technology Inc	Harrison	Woodbine	\$0.00	4/23/1999	2	1	2a
Electrical Integrators Inc	Pottawattamie	Council Bluffs	\$0.00	4/23/1999	1	1	2a
Grand Total			\$162,812.00		266	50	

1 - Active projects
a - Completed awaiting final reports
b - Ongoing training

2 - Completed projects
a - Obligated number trained
b - Additional numbers trained
c - Completed unutilized funds
- unutilized funds to be returned
* - monies have been returned

3 - Withdrawn/Cancelled projects
a - Monies not drawn
b - Monies drawn have been returned
c - Monies drawn to be returned

4 - Default training completed
Not enough students trained funds yet to be returned



260E Case Study Iowa Western Community College Glacier Daido

Glacier Daido, located in Atlantic, Iowa has produced engine bearings for all types of engine applications from automotive to heavy duty industrial since May of 1979. Glacier Daido is owned by Dana Corporation located in Toledo, Ohio.

The Atlantic facility has been certified in QS9001 since 1995 and ISO14001 certified since 2000. These certifications enable our facility to focus on continuous improvements in quality and environmental aspects. Currently our automotive customers are pushing our efforts towards converting the QS9001 to the TS16949 standard that will replace the old standard by 2006.

Dave Wohlleber, Human Resources Supervisor for Glacier Daido says they have utilized the 260E programs through Iowa Western Community College (IWCC) for new jobs training. They have also used 260F funds to provide supervisory programs such as: Certificate in Management, Operations Management and Applied Technologies through IWCC. Glacier Daido also provides a full reimbursement program for employees achieving a "C" or better grade in college course studies (more than 50 employees have participated). "IWCC has always been responsive to our needs in training and education," says Wohlleber.

Industrial New Jobs Training Program 260E Projects

Business	County	Town	Amount of Award	Approval Date	Planned # of Jobs	Highest # of Jobs
Warren Distribution Inc	Pottawattamie	Council Bluffs	\$190,000.00	8/10/1998	73	99
Continental Finishing Inc	Potawattamie	Council Bluffs	\$380,000.00	9/25/1998	52	65
Oakland Foods, Llc	Potawattamie	Oakland	\$270,000.00	9/25/1998	117	75
Bunge Corporation	Pottawattamie	Council Bluffs	\$980,000.00	9/25/1998	135	133
American Games Inc	Pottawattamie	Council Bluffs	\$525,000.00	9/25/1998	108	108
Skyjack Equipment Inc	Cass	Atlantic	\$475,000.00	6/11/1999	65	65
Omnium Worldwide Inc	Page	Shenandoah	\$25,000.00	6/11/1999	13	46
Automated Concepts	Pottawattamie	Council Bluffs	\$170,000.00	6/11/1999	24	51
Bro Enterprises Llc(Consortia Insurance)	Shelby	Harlan	\$610,000.00	6/11/1999	202	136
Clarinda Company Inc	Page	Clarinda	\$355,000.00	2/15/2000	70	151
Glacier Vandervell Inc	Cass	Atlantic	\$440,000.00	6/5/2000	60	53
Carry On Trailer Corp	Harrison	Missouri Valley	\$275,000.00	6/5/2000	56	48
Pinnacle Integrated Communication	Pottawattamie	Council Bluffs	\$245,000.00	6/5/2000	120	0
Pella Corp	Page	Shenandoah	\$535,000.00	4/24/2001	100	0
Yellow Jacket Manufacturing	Cass	Griswold	\$35,000.00	6/11/2001	7	0
Conagra Foods Inc	Pottawattamie	Council Bluffs	\$465,000.00	6/11/2001	100	462
lbp	Pottawattamie	Council Bluffs	\$1,965,000.00	6/11/2001	699	2141
Enhanced Living Technologies	Shelby	Earling	\$65,000.00	6/11/2001	14	3
Clarinda Company Inc	Page	Clarinda	\$185,000.00	1/30/2002	73	0
lbp	Pottawattamie	Council Bluffs	\$1,545,000.00	4/25/2002	476	0
Pollard Games Inc	Pottawattamie	Council Bluffs	\$135,000.00	4/25/2002	108	0
Dkei Inc	Pottawattamie	Council Bluffs	\$80,000.00	4/23/2003	23	0
Bro Enterprises Llc	Pottawattamie	Avoca	\$165,000.00	4/30/2003	72	0
Nadler Brothers	Pottawattamie	Council Bluffs	\$330,000.00	5/23/2003	47	—
Totals For 24 Contracts :			\$10,445,000.00		2,814	3,636

Area XIV
Southwestern Community College

Tom Lesan
Southwestern Community College
1501 West Townline Road
Creston, IA 50801
641.782.1443 Ex. 443



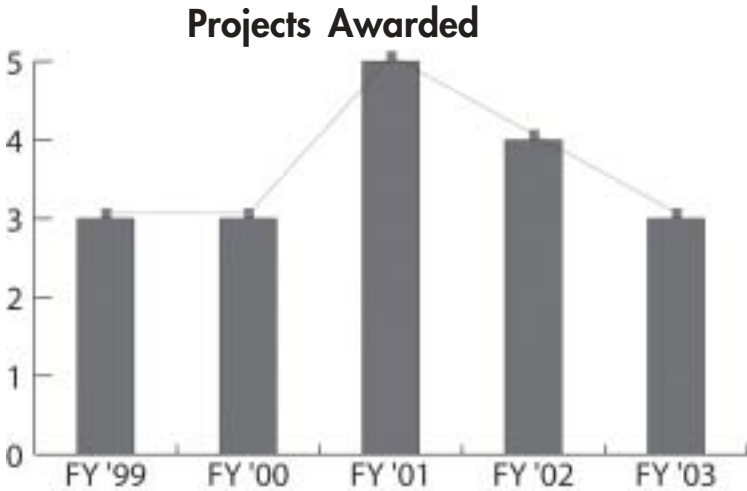
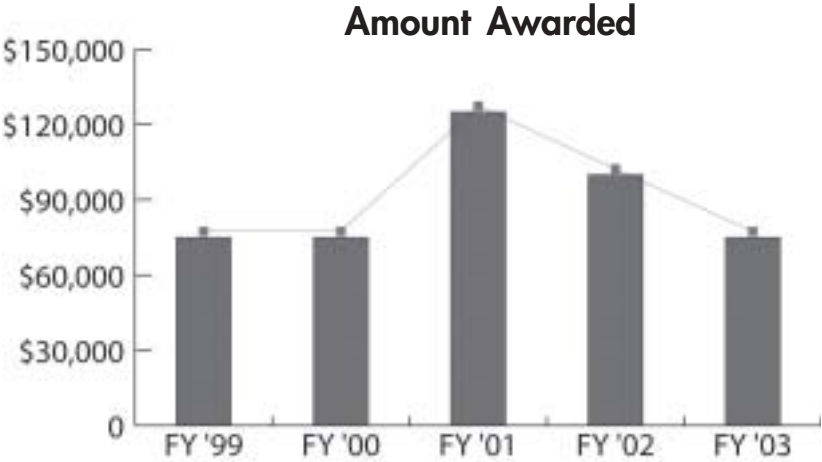
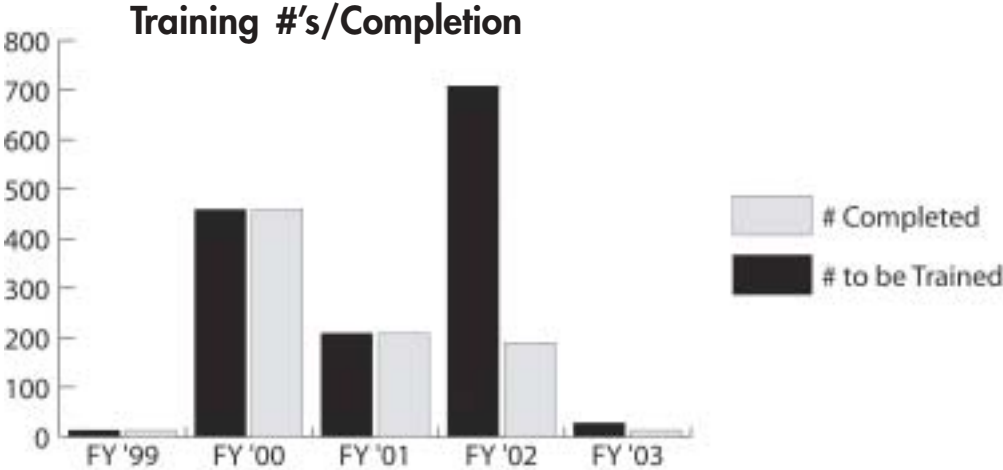
260F Case Study Southwestern Community College MG Machining, Inc.

John Roberts employee of MG Machining of Bedford, Iowa gets the assistance of company owner Matt Grundman. MG is a precision machine shop with customers across the United States and in several foreign countries.

MG has utilized both the 260E and F programs from Southwestern Community College. "The programs have allowed us the flexibility to train our new employees, so that they can become productive employees faster as well as keeping our existing employees current in an ever changing industry. The past training that we have done has all been geared towards machine operation, however we are currently working to become ISO certified and will again utilize these programs to achieve this certification."

Matt Grundman, Owner
MG Machining, Inc.

Iowa Jobs Training Program 260F Southwestern Community College



Iowa Jobs Training Program 260F Individual Business Projects

Business	County	Town	Amount Award	Approval Date	# to be Trained	Actual # Trained	Coding Status
Industrial Hardfacing Inc.	Decatur	Lamoni	\$25,000.00	2/24/2003	12		1b
Mg Machining	Taylor	Bedford	\$25,000.00	1/10/2003	3		1b
Precision Optical Group, Inc.	Union	Creston	\$25,000.00	1/10/2003	13	13	2a
Precision Pulley And Idler Lenox And Corning	Marion	Pella	\$25,000.00	5/11/2002	150	160	2b
Bunn O Matic Corporation	Union	Creston	\$25,000.00	5/7/2002	525		1b
Kraft Creston	Union	Creston	\$25,000.00	4/30/2002	30	30	2a
Iowa Tool And Mfg Inc	Union	Creston	\$25,000.00	4/2/2002	3		1b
Precision Optical Group Inc	Union	Creston	\$25,000.00	4/25/2001	18	18	2a
Red Star Feeds Llc	Adams	Corning	\$25,000.00	4/25/2001	4	4	2a
Kraft Nabisco	Union	Creston	\$25,000.00	3/27/2001	30	31	2b
Paul Mueller Company	Clarke	Osceola	\$25,000.00	8/31/2000	150	150	2a
Mg Machining	Taylor	Bedford	\$25,000.00	8/29/2000	6	6	2a
Mg Waldbaum Inc Dba Papettis Of Iowa	Taylor	Lenox	\$25,000.00	11/18/1999	60	60	2a
Precision Optical Group Inc	Union	Creston	\$25,000.00	11/18/1999	19	19	2a
Siemens & Furnas Controls	Clarke	Osceola	\$25,000.00	7/27/1999	380	380	2a
Boyt Harness Company L.L.C.	Clarke	Osceola	\$25,000.00	5/5/1999	4	4	2a
Johnston Metal Llc	Union	Creston	\$25,000.00	5/5/1999	3	3	2a
Mg Machining	Taylor	Bedford	\$25,000.00	11/10/1998	6	6	2a
Grand Total			\$450,000.00		1416	884	

1 - Active projects
a - Completed awaiting final reports
b - Ongoing training

2 - Completed projects
a - Obligated number trained
b - Additional numbers trained
c - Completed unutilized funds
- unutilized funds to be returned
* - monies have been returned

3 - Withdrawn/Cancelled projects
a - Monies not drawn
b - Monies drawn have been returned
c - Monies drawn to be returned

4 - Default training completed
Not enough students trained funds yet to be returned



260E Case Study Southwestern Community College GITS Manufacturing

GITS products are designed in Creston, Iowa and manufactured at our facilities in Creston, or in Chonburi, Thailand. While our manufacturing facilities are not large, they are filled with conscientious people and the machine power to produce efficiently in the following areas: casting, sawing, cutting, bending, straightening, forming, shearing, turning, heat treating, milling, internal and surface broaching, thread cutting and rolling knurling, tempering, annealing, drilling, internal and surface grinding, honing, deburring, tapping, furnace brazing, resistance and tig welding, sub-assembly and final assembly packaging.

GITS has utilized the 260E program with Southwestern Community College. "This program allowed us to expand our workforce faster and more efficiently. We have used the funds to become ISO certified for safety training, machine operation, and computer training. It has been an excellent training opportunity for GITS and we are currently working on our second contract with Southwestern."

Mike Taylor, Vice President
GITS Mfg.

Industrial New Jobs Training Program 260E Projects

Business	County	Town	Amount of Award	Approval Date	Planned # of Jobs	Highest # of Jobs
Gear For Sports Inc	Taylor	Bedford	\$420,000.00	6/15/1999	102	102
Power Packaging Inc	Clarke	Osceola	\$175,000.00	6/19/1999	36	38
C F Processing Lc	Union	Creston	\$210,000.00	6/22/1999	24	26
Cardinal Ig	Adair	Greenfield	\$265,000.00	7/1/1999	50	50
Fansteel Wellman Dynamics Corporation	Union	Creston	\$1,010,000.00	10/20/2000	136	120
Mg Waldbaum Company (Papettis Of Iowa)	Taylor	Lennox	\$270,000.00	10/28/2000	73	67
Totals For 6 Contracts :			\$2,350,000.00		421	403

Area XV
Indian Hills Community College

Jill Rossiter
Indian Hills Community College
525 Grandview
Ottumwa, IA 52501
641.683.5182



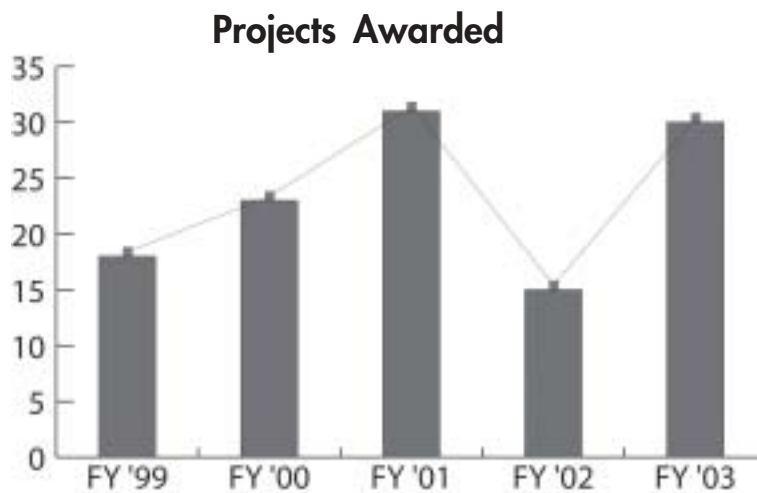
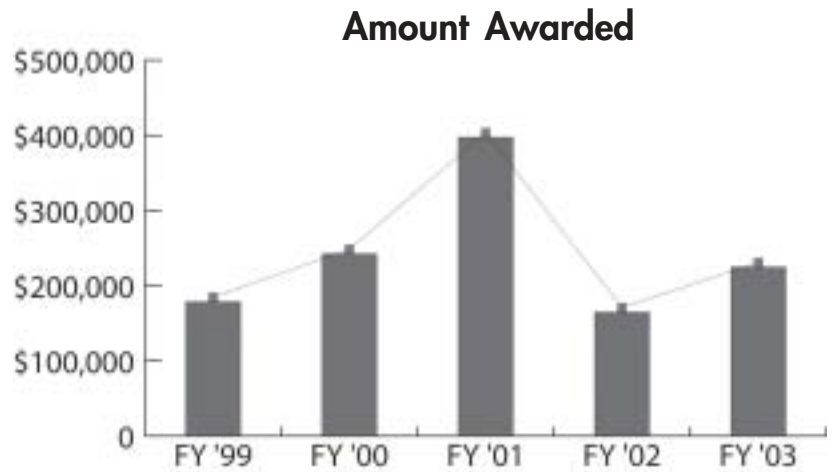
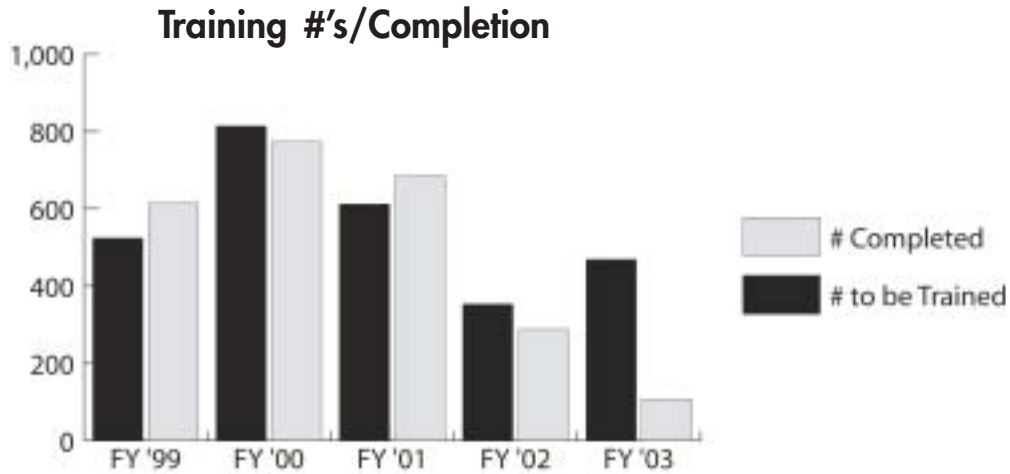
260F Case Study Indian Hills Community College New Zealand Milk Products

Located in rural Wayne County, New Zealand Milk Products has discovered the benefits of lean training. Using 260F funds, NZMP recently completed a program in Lean 5S Workplace Organization through Indian Hills Community College. The focus of the training was on reorganization of their maintenance department. "Like all food processing companies, our production area is super-clean and always well organized – it's critical for food safety. Our maintenance department, however, was pretty disorganized—we couldn't find parts we needed when we needed them— and that's where we focused our efforts," according to John van der Hulle, Production Manager.

The training took place right in the maintenance department, where the employees learned the basics of workplace organization and the safety and productivity enhancements gained by effective workplace organization. They learned by doing, with a good section of the reorganization completed at the end of the training. Since the training, the principles of 5S have spread to other support areas around the plant.

Jim Davis, Plant Manager, said, "This training has provided the tools to put together a plant-wide system that helps identify abnormalities and avoid major problems. This results in cost avoidance/reduction which allows the company to remain competitive in the marketplace." Specifically, Davis and van der Hulle talked about faster response time when there is a maintenance problem and less down time for equipment. Also, since the reorganization, maintenance staff can find parts needed when needed. Parts inventory costs are lower as a result. "This training has really made a measurable difference," said van der Hulle. "We are appreciative of IHCC's services in helping us identify training needs and finding programs to meet them," added Davis.

Iowa Jobs Training Program 260F Indian Hills Community College



Iowa Jobs Training Program 260F Individual Business Projects

Business	County	Town	Amount Award	Approval Date	# to be Trained	Actual # Trained	Coding Status
Natural Health Technologies	Jefferson	Fairfield	\$11,220.00	5/2/2003	4		1b
The Hawkeye Trader #2	Davis	Pulaski	\$4,946.00	5/2/2003	4		1b
Southern Iowa Mechanical	Mahaska	Eddyville	\$4,975.00	4/30/2003	15		1b
Aym, Inc.	Monroe	Albia	\$4,999.00	4/28/2003	90		1b
World Food Processing	Mahaska	Oskaloosa	\$4,999.00	4/28/2003	3		1b
Astoria Industries Of Iowa Inc.	Lucas	Chariton	\$2,875.00	4/22/2003	4		1b
Full Partner	Iowa	Fairfield	\$3,617.00	4/22/2003	2		1a
Hawkeye Molding Engineers Inc.	Monroe	Albia	\$4,975.00	4/22/2003	7		1b
Johnson Machine Works, Inc.	Lucas	Chariton	\$13,664.00	4/22/2003	9	9	2a
Dejong Manufacturing Inc.	Monroe	New Sharon	\$15,215.00	4/21/2003	35		1b
Unicco Service Company	Monroe	Eddyville	\$24,940.00	4/21/2003	26	26	2a
Maharishi Global Construction	Jefferson	Fairfield	\$9,328.00	4/1/2003	4		1b
Modern Muzzle Loading Inc.	Appanoose	Centerville	\$10,359.00	4/1/2003	10		1b
Shivvers Manufacturing	Wayne	Corydon	\$3,450.00	4/1/2003	9	12	2b
Nature Unlimited Inc. DbA Amrita Aromatherapy	Jefferson	Fairfield	\$8,844.00	3/31/2003	7		1b
Centerville Machining Inc.	Appanoose	Centerville	\$4,945.00	3/18/2003	4	15	2b
Oskaloosa Manufacturing Company	Mahaska	Oskaloosa	\$8,126.00	3/4/2003	23		1b
Nzmp (Usa) Inc.	Wayne	Allerton	\$3,450.00	3/3/2003	9	9	2a
Oskaloosa Manufacturing Company	Mahaska	Oskaloosa	\$20,757.00	2/24/2003	23		1b
Osenbaugh Grass Seeds	Lucas	Lucas	\$4,515.00	2/6/2003	3	3	2a
The Hawkeye Trader	Davis	Pulaski	\$3,681.00	1/30/2003	4	5	2b
Vittetoe, Inc	Keokuk	Keota	\$4,997.00	1/2/2003	18	18	2a
Curwood, Inc.	Appanoose	Centerville	\$940.00	12/6/2002	1	1	2a
Bender Foundry Service, Inc.	Keokuk	Sigourney	\$9,010.00	12/5/2002	40		1b
Astoria Industries Of Iowa, Inc.	Lucas	Chariton	\$1,787.00	11/15/2002	6	7	2b
Tenco Industries, Inc.	Wapello	Ottumwa	\$1,583.00	11/15/2002	40		1b
Kness Manufacturing Company, Inc.	Monroe	Albia	\$11,846.00	10/31/2002	35		1b
Cargill, Inc.	Monroe	Eddyville	\$11,733.00	10/11/2002	20		1b
Gary Junkins, Corp.	Mahaska	Oskaloosa	\$2,769.00	10/11/2002	4		3b
Curwood Inc	Appanoose	Centerville	\$6,045.00	7/29/2002	10	10	2a
Al Jon Inc	Wapello	Ottumwa	\$8,467.00	5/22/2002	6		1b
Nzmp (Usa) Inc	Wayne	Allerton	\$10,010.00	5/22/2002	20		1b
Bovard Studio Inc	Jefferson	Fairfield	\$17,595.00	5/11/2002	20		1b
Natural Health Technologies	Jefferson	Fairfield	\$7,625.00	5/9/2002	5	5	2a
The Dexter Company	Jefferson	Fairfield	\$12,420.00	5/9/2002	20	27	2b
John Deere Ottumwa Works	Wapello	Ottumwa	\$14,576.00	5/7/2002	40		1b
Rubbermaid Home Products	Appanoose	Centerville	\$9,837.00	5/7/2002	15	20	2b
The Dexter Company	Jefferson	Fairfield	\$18,113.00	4/30/2002	20		1b
Performance Pipe Division Of Chevron Phillips	Davis	Bloomfield	\$18,889.00	4/16/2002	105	122	2b
Fairfield Aluminum Castings Co	Jefferson	Fairfield	\$13,767.00	4/2/2002	7	7	2a
Spring Valley Mfg Inc	Mahaska	New Sharon	\$15,000.00	4/2/2002	5	5	2a
Ajinomoto Usa Inc	Monroe	Eddyville	\$2,600.00	3/5/2002	20	22	2b
Ajinomoto Heartland Inc	Monroe	Eddyville	\$1,466.00	1/28/2002	5	5	2a
World Food Processing	Mahaska	Oskaloosa	\$6,262.00	1/28/2002	5		1b
Ajinomoto Heartland Inc	Monroe	Eddyville	\$7,898.00	10/9/2001	60	76	2b
Ajinomoto Heartland Inc	Monroe	Eddyville	\$14,012.00	5/9/2001	55	55	2a
Al Jon Inc	Wapello	Ottumwa	\$16,388.00	5/9/2001	32		1b
Concept Flooring Group Inc	Jefferson	Fairfield	\$10,638.00	5/9/2001	24	24	2a
Iowa Steel & Wire	Appanoose	Centerville	\$5,783.00	5/9/2001	20	20	2a
Musco Sports Lighting	Mahaska	Oskaloosa	\$9,703.00	5/9/2001	10	14	2b
Al Jon Inc	Wapello	Ottumwa	\$14,892.00	5/2/2001	90		1a

1 - Active projects
a - Completed awaiting final reports
b - Ongoing training

2 - Completed projects
a - Obligated number trained
b - Additional numbers trained
c - Completed unutilized funds
- unutilized funds to be returned
* - monies have been returned

3 - Withdrawn/Cancelled projects
a - Monies not drawn
b - Monies drawn have been returned
c - Monies drawn to be returned

4 - Default training completed
Not enough students trained funds yet to be returned

Business	County	Town	Amount Award	Approval Date	# to be Trained	Actual # Trained	Coding Status
Johnson Machine Works li	Lucas	Chariton	\$12,100.00	4/19/2001	10	10	2a
Johnson Machine Works	Lucas	Chariton	\$24,236.00	4/17/2001	20	21	2b
Country Supply Inc	Wapello	Ottumwa	\$1,821.00	4/10/2001	12	12	2a
Soil Technologies Corp	Jefferson	Fairfield	\$15,157.00	4/4/2001	5		1a
Midwest Services Inc	Mahaska	Eddyville	\$12,032.00	3/22/2001	11		3b
Harper Brush Works	Jefferson	Fairfield	\$25,000.00	3/20/2001	8	8	2a
Curwood Inc	Appanoose	Centerville	\$23,030.00	2/8/2001	30	32	2b2
Rubbermaid Home Products	Appanoose	Centerville	\$17,375.00	2/8/2001	61	85	2b
Shivvers Manufacturing Inc	Wayne	Corydon	\$14,421.00	2/8/2001	8	12	2b
Neely Mfg Co Inc	Wayne	Corydon	\$25,000.00	2/7/2001	10	14	2b
Ajinomoto Heartland Inc	Monroe	Eddyville	\$4,047.00	1/23/2001	2	2	2a2
Wells Mfg Corp	Appanoose	Centerville	\$16,906.00	1/12/2001	24		1b
Nature Unlimited Inc DbA Amrita Aromatherapy	Jefferson	Fairfield	\$18,254.00	1/3/2001	13	13	2a
Heatland Lysine Inc	Monroe	Eddyville	\$7,957.00	12/8/2000	55	232	2b
Concept Flooring Group Inc	Jefferson	Fairfield	\$21,530.00	11/29/2000	60	80	2b
Spring Valley Mfg Inc	Mahaska	New Sharon	\$7,659.00	11/15/2000	1	6	2b
Schmitz Custom Wood Products #2	Appanoose	Centerville	\$7,659.00	11/9/2000	2	2	2a
Tenco Industries Inc	Wapello	Ottumwa	\$2,038.00	10/27/2000	3	5	2b
Whitaker Foods	Blackhawk	Waterloo	\$3,053.00	10/27/2000	4	4	2a
American Bottling Co	Wapello	Ottumwa	\$21,624.00	10/3/2000	14	15	2b1
Nature Unlimited Inc DbA Amrita Aromatherapy	Jefferson	Fairfield	\$11,701.00	9/27/2000	2	2	2a
Heartland Lysine Inc	Monroe	Eddyville	\$8,056.00	9/13/2000	13	59	2b2
Warwick Wood Products Inc	Mahaska	Oskaloosa	\$14,926.00	8/30/2000	3	4	2b
Biovance Technologies Inc	Mahaska	Oskaloosa	\$2,208.00	8/25/2000	8	8	2a
Centerville Machining Inc lii	Appanoose	Centerville	\$7,969.00	7/21/2000	2	2	2a
Wells Mfg Corp	Appanoose	Centerville	\$10,085.00	4/27/2000	17	41	2b
Nzmp North American Inc	Wayne	Allerton	\$14,982.00	4/26/2000	45	47	2b
Ajinomoto Usa Inc Iowa Plant	Monroe	Eddyville	\$4,140.00	4/25/2000	6	15	2b
Hupp Electric Motors Inc	Monroe	Eddyville	\$18,944.00	4/25/2000	30	32	2b
Warwick Wood Products Inc	Mahaska	Oskaloosa	\$21,244.00	4/25/2000	20		1a
Oskaloosa Food Products Corp	Mahaska	Oskaloosa	\$11,730.00	4/24/2000	55		1b
Al Jon Inc	Wapello	Ottumwa	\$3,450.00	4/20/2000	8	12	2b
Meritor Automotive Inc	Jefferson	Fairfield	\$4,693.00	4/17/2000	16	16	2a
Midwest Optical Storage Technologies Inc	Jefferson	Fairfield	\$23,719.00	4/4/2000	5		1a
Telegroup Primus	Jefferson	Fairfield	\$2,070.00	3/31/2000	22	22	2a
Airgas North Central	Jefferson	Fairfield	\$10,294.00	3/28/2000	7	7	2a
Copy Plus Chariton	Lucas	Chariton	\$3,989.00	3/28/2000	1	1	2a
Spring Valley Mfg Inc	Mahaska	New Sharon	\$3,989.00	3/21/2000	1	6	2b
Superior Machine Inc	Monroe	Albia	\$10,007.00	3/21/2000	55	40	2c2
Paslode Corporation	Mahaska	Oskaloosa	\$6,900.00	3/14/2000	1	1	2a
Shivvers Inc	Wayne	Corydon	\$19,584.00	3/9/2000	65	65	2a
Centerville Machining Inc li	Appanoose	Centerville	\$3,985.00	3/1/2000	2	2	2a
Universal Rundle	Wapello	Ottumwa	\$16,163.00	3/1/2000	10	10	2a2
Schmitz Custom Wood Products I	Appanoose	Centerville	\$3,989.00	1/6/2000	2	2	2a
Musco Sports Lighting Inc	Mahaska	Oskaloosa	\$19,406.00	12/23/1999	20	20	2a
Clow Valve Company	Mahaska	Oskaloosa	\$5,496.00	11/9/1999	349	357	2b
John Deere Ottumwa Works	Wapello	Ottumwa	\$19,182.00	9/27/1999	75	75	2a
Centerville Machining Inc	Appanoose	Centerville	\$4,102.00	8/9/1999	2	2	2a2
Cargill Inc	Monroe	Eddyville	\$19,658.00	5/7/1999	10	27	2b2
John Deere Ottumwa Works	Wapello	Ottumwa	\$24,683.00	5/7/1999	24	24	2a
Johnson Machine Works	Lucas	Chariton	\$11,063.00	5/7/1999	7	12	2b
Voltmaster Co Inc	Wayne	Corydon	\$2,553.00	5/7/1999	8	15	2b
Wells Mfg Corp	Appanoose	Centerville	\$14,915.00	5/7/1999	55	91	2c2
Young Radiator Company	Appanoose	Centerville	\$4,493.00	4/26/1999	10		3b

1 - Active projects
a - Completed awaiting final reports
b - Ongoing training

2 - Completed projects
a - Obligated number trained
b - Additional numbers trained
c - Completed unutilized funds
- unutilized funds to be returned
* - monies have been returned

3 - Withdrawn/Cancelled projects
a - Monies not drawn
b - Monies drawn have been returned
c - Monies drawn to be returned

4 - Default training completed
Not enough students trained funds yet to be returned

Iowa Jobs Training Program 260F Individual Business Projects (Cont.)

Business	County	Town	Amount Award	Approval Date	# to be Trained	Actual # Trained	Coding Status
Principal Life Insurance Co	Wapello	Ottumwa	\$14,297.00	4/23/1999	12	12	2a
Harper Brush Works	Jefferson	Fairfield	\$2,383.00	3/9/1999	4	4	2a
Fairfield Aluminum Castings Co	Jefferson	Fairfield	\$9,701.00	2/22/1999	7	9	2b
Heartland Lysine Inc	Monroe	Eddyville	\$9,438.00	2/10/1999	70	71	2b
Eagle Plastics Inc	Van Buren	Keosauqua	\$6,545.00	1/6/1999	22	21	2c2
Iowa Beverage Manufacturers Inc	Wapello	Ottumwa	\$25,000.00	12/28/1998	50	58	2b
Voltmaster Co Inc	Wayne	Corydon	\$4,289.00	12/28/1998	3	3	2a
De Jong Manufacturing Inc	Mahaska	New Sharon	\$7,994.00	12/4/1998	24	31	2b2
Viskase Corp	Appanoose	Centerville	\$3,620.00	12/1/1998	121	121	2a2
Al-Jon	Wapello	Ottumwa	\$3,558.00	11/2/1998	8	12	2b
Bloomfield Foundry Inc	Davis	Bloomfield	\$5,078.00	9/25/1998	75	75	2a
Warwick Wood Products Inc	Mahaska	Oskaloosa	\$9,067.00	8/28/1998	14	28	2b2
Grand Total			\$1,206,768.00		2772	2532	

Iowa Jobs Training Program 260F Community College Consortium Projects

Business	County	Town	Amount Award	Approval Date	# to be Trained	Actual # Trained	Coding Status
Ihcc Lean Mfg. Training Consortium			\$1,581.00	4/1/2003	5	5	2a
Armadillo Shields, Inc.	Wayne	Corydon	\$0.00	4/1/2003	1	1	2a
Barker Company Ltd.	Appanoose	Centerville	\$0.00	4/1/2003	2	2	2a
Nzmp (Usa) Inc.	Wayne	Allerton	\$0.00	4/1/2003	2	2	2a
Ihcc Welding Consortium			\$17,710.00	11/3/2002	7		1b
Al-Jon, Inc.	Wapello	Ottumwa		11/3/2002	2		1b
John Deere Ottumwa Works	Wapello	Ottumwa		11/3/2002	2		1b
Johnson Machine Works	Lucas	Chariton		11/3/2002	2		1b
Unicco Service Company	Monroe	Eddyville		11/3/2002	1		1b
Ihcc Lean Manufacturing Training			\$2,503.00	7/29/2002			2b
Johnson Machine Works	Lucas	Chariton	\$0.00	7/29/2002	4	4	2a
Kness Manufacturing Company Inc	Monroe	Albia	\$0.00	7/29/2002	4	10	2b
Ihcc Maintenance Personnel Industry Specific			\$13,397.00	4/18/2002			1a
Foodliner Inc	Mahaska	Eddyville	\$0.00	4/18/2002	3		1a
Cargill Inc	Monroe	Eddyville	\$0.00	4/18/2002	25		1a
Canac	Monroe	Eddyville	\$0.00	4/18/2002	2		1a
Ihcc Lean Mfg Training Consortium			\$2,341.00	3/5/2002	10	11	2b
Schaus Voorhies Contracting Inc	Jefferson	Fairfield	\$0.00	3/5/2002	2	2	2a
Tenco Industries	Wapello	Ottumwa	\$0.00	3/5/2002	1	2	2b
Iowa Aluminum Inc	Monroe	Albia	\$0.00	3/5/2002	1	1	2a
Performance Pipe Division Of Chevron Phillips Chem	Davis	Bloomfield	\$0.00	3/5/2002	6	6	2a
Ihcc Lean Mfg Consortium			\$1,872.00	12/10/2001	8	8	2a
Al Jon Inc	Wapello	2nd Avenue	\$0.00	12/10/2001	4	4	2a
Hawkeye Molding Engineers Inc	Monroe	Albia	\$0.00	12/10/2001	4	4	2a
Ihcc Maintenance Personnel Training			\$13,330.00	10/23/2001	20	24	2b
Cargill Inc	Monroe	Eddyville	\$0.00	10/23/2001	6	10	2b
Allied Services Group Inc	Monroe	Eddyville	\$0.00	10/23/2001	14	14	2a
Ihcc Lean Mfg Training Consortium			\$3,511.00	4/26/2001	15	15	2a
Harper Brush Works Inc	Jefferson	Fairfield	\$0.00	4/26/2001	3	3	2a
Tenco Industries	Wapello	Ottumwa	\$0.00	4/26/2001	2	2	2a
Musco Lighting Llc	Mahaska	Oskaloosa	\$0.00	4/26/2001	3	3	2a
Paslode	Mahaska	Oskaloosa	\$0.00	4/26/2001	7	7	2a
Ihcc Supervisory Training Consortium			\$18,216.00	4/4/2001	10	10	2a
Acco Chain & Lifting	Jefferson	Fairfield	\$0.00	4/4/2001	5	5	2a

1 - Active projects
a - Completed awaiting final reports
b - Ongoing training

2 - Completed projects
a - Obligated number trained
b - Additional numbers trained
c - Completed unutilized funds
- unutilized funds to be returned
* - monies have been returned

3 - Withdrawn/Cancelled projects
a - Monies not drawn
b - Monies drawn have been returned
c - Monies drawn to be returned

4 - Default training completed
Not enough students trained/funds yet to be returned

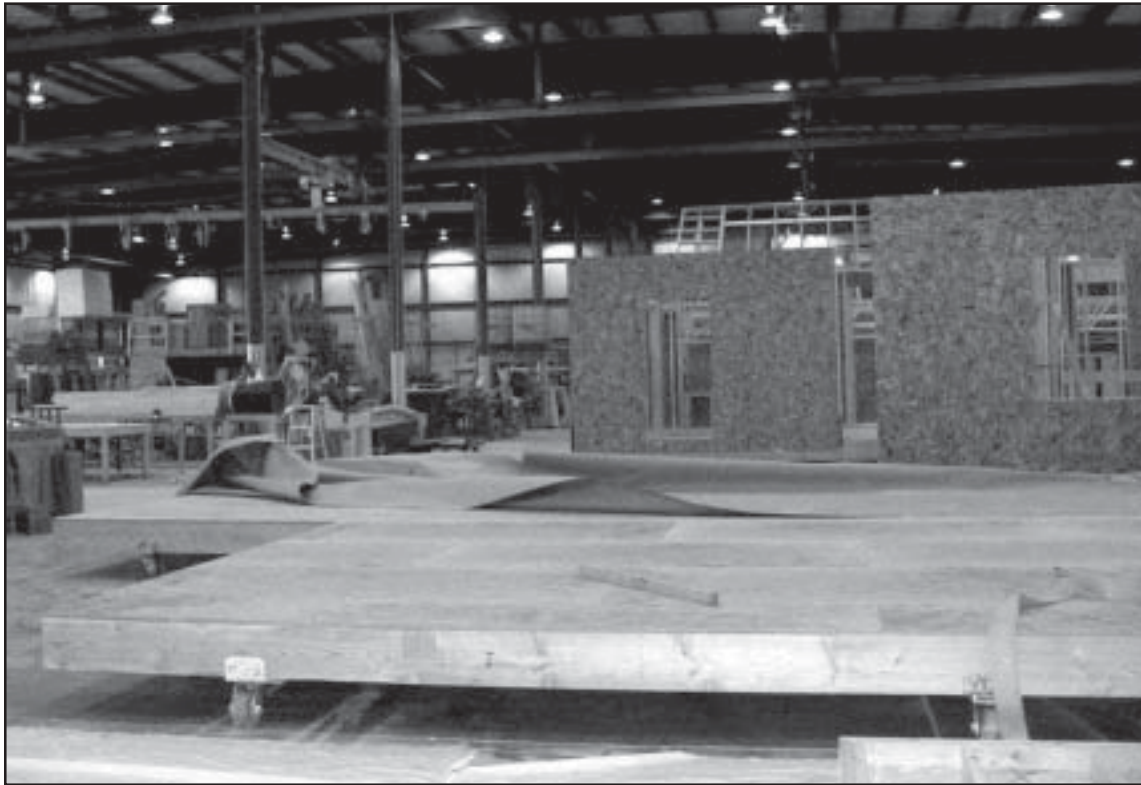
Business	County	Town	Amount Award	Approval Date	# to be Trained	Actual # Trained	Coding Status
J & B Plastics	Jefferson	Fairfield	\$0.00	4/4/2001	1	1	2a
Angel Gifts Inc	Jefferson	Fairfield	\$0.00	4/4/2001	4	4	2a
Ihcc Industry Specific Training Consortium			\$2,463.00	4/4/2001	7	7	2a
Ajinomoto Heartland Inc	Monroe	Eddyville	\$0.00	4/4/2001	5	5	2a
Cargill Inc	Monroe	Eddyville	\$0.00	4/4/2001	2	2	2a
Ihcc Industry Specific Wastewater Treatment			\$8,389.00	3/15/2001	7	20	2b
Ajinomoto Heartland Inc	Monroe	Eddyville	\$0.00	3/15/2001	1	2	2b
Cargill Inc	Monroe	Eddyville	\$0.00	3/15/2001	5	17	2b
Ajinomoto Usa Inc	Monroe	Eddyville	\$0.00	3/15/2001	1	1	2a
Ihcc Industry Specific Training Consortium			\$17,263.00	3/13/2001	26	32	2b
Winger Mechanical	Wapello	Ottumwa	\$0.00	3/13/2001	4	14	2b
Cargill Inc	Monroe	Eddyville	\$0.00	3/13/2001	20	16	2c
Hupp Electric Motors	Mahaska	Oskaloosa	\$0.00	3/13/2001	2	2	2a
Ihcc Microbiological Control Training			\$2,262.00	12/1/2000	9	11	2b
Heartland Lysine Inc	Monroe	Eddyville	\$0.00	12/1/2000	3	4	2b
Wacker Biochem Corporation	Monroe	Eddyville	\$0.00	12/1/2000	2	2	2a
Cargill, Inc	Monroe	Eddyville	\$0.00	12/1/2000	4	5	2b
Ihcc Iso 9000 Training			\$17,871.00	11/29/2000	24	49	2b
Schaus Vorhies Contracting Inc	Jefferson	Fairfield	\$0.00	11/29/2000	20	32	2b
Raintline Inc	Jefferson	Fairfield	\$0.00	11/29/2000	4	17	2b
Indian Hills Community College Consortium	Wapello	Ottumwa	\$7,405.00	8/31/2000			2b
Cargill Inc	Monroe	Eddyville	\$0.00	8/31/2000	5	13	2b
The American Bottling Co	Wapello	Ottumwa	\$0.00	8/31/2000	1	1	2a
Eddyville Supervisor Consortium			\$37,040.00	8/3/2000			2c ²
Boitnott Enterprises	Wapello	Ottumwa	\$0.00	8/3/2000	6	7	2b
Ajinomoto Usa Inc	Monroe	Eddyville	\$0.00	8/3/2000	2	2	2a
Meisner Electric	Jasper	Newton	\$0.00	8/3/2000	18	18	2a
Midwest Services Inc	Monroe	Eddyville	\$0.00	8/3/2000	5	5	
Heartland Lysine Inc	Monroe	Eddyville	\$0.00	8/3/2000	9	11	2b
Westcon Industries	Mahaska	Oskaloosa	\$0.00	8/3/2000	1	1	2a
Fagen Inc	Wapello	Eddyville	\$0.00	8/3/2000	1	1	2a
Bud Heckart And Sons Inc	Iowa	Ottumwa	\$0.00	8/3/2000	1	1	2a
Hupp Electric Motors	Mahaska	Oskaloosa	\$0.00	8/3/2000	4	4	2a
Indian Hills Supervisory Training			\$38,966.00	4/28/2000			1a
Cunningham Inc	Mahaska	Oskaloosa	\$0.00	4/28/2000	6	6	1a
Clow Valve Co	Mahaska	Oskaloosa	\$0.00	4/28/2000	11		
Itw Paslode	Mahaska	Oskaloosa	\$0.00	4/28/2000	11	11	1a
Warwick Wood Products Inc	Mahaska	Oskaloosa	\$0.00	4/28/2000	5	5	1a
Oskaloosa Food Products Corp	Mahaska	Oskaloosa	\$0.00	4/28/2000	10	10	1a
Biovance Technologies Inc	Mahaska	Oskaloosa	\$0.00	4/28/2000	3	3	1a
Indian Hills Community College			\$9,462.00	4/26/2000	0	0	2a
Schaus Vorhies Contracting Inc	Jefferson	Fairfield	\$0.00	4/26/2000	33	33	2a
Paintline Inc	Jefferson	Fairfield	\$0.00	4/26/2000	7	7	2a
Basic Skills Enhancement Training			\$4,744.00	4/26/2000			
Heartland Lysine	Monroe	Eddyville	\$0.00	4/26/2000	8	11	2a
Ajinomoto Usa Inc Iowa Plant	Monroe	Eddyville	\$0.00	4/26/2000	4	4	2a
Ajinomoto Usa Inc	Monroe	Eddyville	\$46,969.00	5/7/1999	2	4	2b
Heartland Lysine Inc	Monroe	Eddyville	\$0.00	5/7/1999	6	7	2b
Wacker Biochem Corp	Monroe	Eddyville	\$0.00	5/7/1999	3	5	2b
Cargill Inc	Monroe	Eddyville	\$0.00	5/7/1999	30	31	2b
Meisner Electric	Jasper	Newton	\$0.00	5/7/1999	6	12	2b
Winger Mechanical Co	Wapello	Ottumwa	\$0.00	5/7/1999	6	6	2a
Ziegler Industries	Wapello	Eddyville	\$0.00	5/7/1999	6	6	2a
Yates & Yates Glass Co	Wapello	Ottumwa	\$1,961.00	5/7/1999	5	7	2b
Grooms & Co Construction Inc	Wapello	Ottumwa	\$0.00	5/7/1999	10	12	2b
Al-Jon Inc	Wapello	Ottumwa	\$19,699.00	4/27/1999	2	2	2a
John Deere Ottumwa Works	Wapello	Ottumwa	\$0.00	4/27/1999	7	7	2a
Werts Corp	Davis	Bloomfield	\$0.00	4/27/1999	1	1	2a
Johnson Machine Works	Lucas	Chariton	\$0.00	4/27/1999	2	2	2a
Ajinomoto Usa Inc	Monroe	Eddyville	\$24,794.00	3/9/1999	4	4	2a
Cargill Inc	Monroe	Eddyville	\$0.00	3/9/1999	10	10	2a
Harper Brush Works	Jefferson	Fairfield	\$0.00	3/9/1999	5	5	2a
Astoria Industries Of Iowa	Lucas	Chariton	\$0.00	3/9/1999	5	5	2a
Co-Line Welding Inc	Mahaska	Sully	\$0.00	3/9/1999	6	6	2a
Heartland Lysine Inc	Monroe	Eddyville	\$0.00	3/9/1999	12	12	2a
Ottumwa Courier	Wapello	Ottumwa	\$0.00	3/9/1999	7	7	2a
Pella Products	Mahaska	New Sharon	\$0.00	3/9/1999	1	1	2a
Shivvers Inc	Wayne	Corydon	\$0.00	3/9/1999	5	5	2a
Grand Total			\$313,749.00		626	709	

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Not enough students trained funds yet to be returned



260E Case Study Indian Hills Community College Stratford Homes

Stratford Homes Limited Partnership entered into a 260E Iowa New Jobs Training Agreement with IHCC in May 2001. Located in Chariton, Stratford Homes created 48 new jobs and developed a training plan with the help of IHCC's Business & Industry Resource Center to help the new company start right. For example, IHCC trainers helped Stratford Homes set up OSHA compliance plans and conduct training, both of which have been credited with preventing accidents and injury. Bill O'Donnell, Operations Manager, commented that the safety training programs were, "absolutely superb . . . as good as I've seen anywhere."

O'Donnell also commented that Lean 101 and Kaizen training had a very positive impact. Changes began to immediately show in the plant, and the company has plans to do more Lean training in the future. In addition, Stratford Homes used 260E funds to help purchase training equipment and safety training tapes. Several employees have attended supervisory management, accounting, and computer training workshops.

Stratford Homes, which builds modular homes, sells to housing contractors who are certified as "Stratford Builders." They complete six "boxes" per week, with the average house made up of 2-3 boxes. Their market includes all of Iowa and parts of Nebraska, Illinois and Missouri. Since opening their doors, the number of employees has grown to 79, and they are now out to April 2004 in sales. O'Donnell attributes much of their success to their commitment to training: "We've really enjoyed the full package of training available—from OSHA compliance, to blood born pathogens, to supervisory skills, to forklift training. Normally you have to track those things down from many different sources, but this relationship with IHCC has made it easy."

Industrial New Jobs Training Program 260E Projects

Business	County	Town	Amount of Award	Approval Date	Planned # of Jobs	Highest # of Jobs
Clearpass Containers Inc	Monroe	Albia	\$280,000.00	8/3/1998	60	43
Wacker	Monroe	Eddyville	\$145,000.00	11/6/1998	16	19
John Deere	Wapello	Ottumwa	\$675,000.00	11/14/1998	103	103
The Standard Casing Co Inc Db a Excellent Casing Co	Wapello	Ottumwa	\$70,000.00	11/16/1998	26	32
Cargill	Monroe	Eddyville	\$1,600,000.00	11/19/1998	161	161
Millard Refrigerated Services Inc	Wapello	Ottumwa	\$530,000.00	11/27/1998	61	70
Principal Life Insurance Company	Wapello	Ottumwa	\$325,000.00	10/27/1999	35	27
Barker Company Limited	Keosauqua	Keosauqua	\$1,735,000.00	11/16/1999	276	204
Excel Corporation Db a Excel Specialty Products	Wapello	Ottumwa	\$1,600,000.00	11/29/1999	425	425
C & C Machining Inc	Appanoose	Centerville	\$410,000.00	4/30/2001	75	0
Iowa Turkey Growers Cooperative Db a Sigourney Foods	Keokuk	Sigourney	\$400,000.00	6/7/2001	152	152
Heartland Handcrafted Homes Inc	Keokuk	Sigourney	\$400,000.00	6/7/2001	75	75
American Republic Insurance Company	Lucas	Chariton	\$330,000.00	6/7/2001	75	51
Stratford Homes Lp	Lucas	Chariton	\$140,000.00	6/7/2001	48	48
Soy Protien Technologies	Mahaska	Oskaloosa	\$280,000.00	6/7/2001	39	22
Iowa Aluminum Inc	Monroe	Albia	\$65,000.00	6/7/2001	21	8
Aalfs Manufacturing Co	Woodbury	Sioux City	\$375,000.00	6/14/2001	30	0
Fairfield Aluminum Casting Co	Jefferson	Fairfield	\$205,000.00	2/5/2002	35	49
Creative Edge Master Shop Inc	Jefferson	Fairfield	\$85,000.00	2/5/2002	11	11
Heartland Lysine Inc	Monroe	Eddyville	\$100,000.00	2/5/2002	15	15
Excel Corporation Nka Mbp xl Corporation Db a Excel Spec Prod	Wapello	Ottumwa	\$2,250,000.00	2/5/2002	397	437
Astoria Industries Of Iowa, Inc.	Lucas	Chariton	\$50,000.00	3/16/2003	20	0
Douds Stone, (Inc.	Wapello	Ottumwa	\$215,000.00	4/15/2003	28	28
Rainbow Services, Llc	Wapello	Ottumwa	\$55,000.00	4/15/2003	13	26
Totals For 24 Contracts :			\$12,320,000.00		2,197	2,006

Area XVI
Southeastern Community College

Gwen Baker
Southeastern Community College
1015 Gear Avenue, P.O. Box 180
West Burlington, IA 52655
319.752.2731 Ex.8168



260F Case Study Southeastern Community College Griffin Wheel Co.

Four years ago, Griffin Wheel Co. approached Southeastern Community College for assistance in setting up an apprenticeship program for electricians.

The first “graduates” of that program are receiving their journeymen’s cards this spring - and in the meantime, Griffin Wheel and SCC’s Center for Business and Industry Services have established a solid partnership.

With 199 employees at its Keokuk works and several hundred more in other states, Griffin Wheel is among the world’s largest suppliers of railroad wheels - but one of only two domestic producers. Foreign competition is intense, so the firm must rely on technology, continuous improvement and professional development to maintain its leadership position.

That is where the Community College and the 260F Iowa Jobs Training Program has proven its value.

Our safety training, supported by the 260F program, has gained a regular spot on the firm’s calendar. Human Relations and Safety Manager Ellen Hackbarth says “the instructors cover a variety of issues - not just OSHA requirements, but also things like fire protection for families and homes, so it’s interesting for the employees.”

Last year, the plant brought trainers Susan Dunek and Roger Farquhar in to begin the Lean Business Systems program; all salaried and hourly employees have since been exposed to that instruction. In January, Griffin Wheel launched the 14-week Supervisor Certificate program, requiring all supervisory staff to attend; and just recently, the plant contracted with CBIS for Management Certificate training for all its upper management personnel.

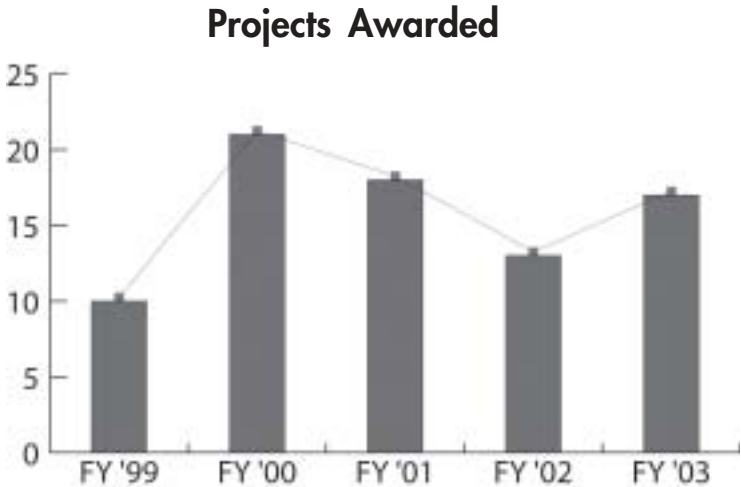
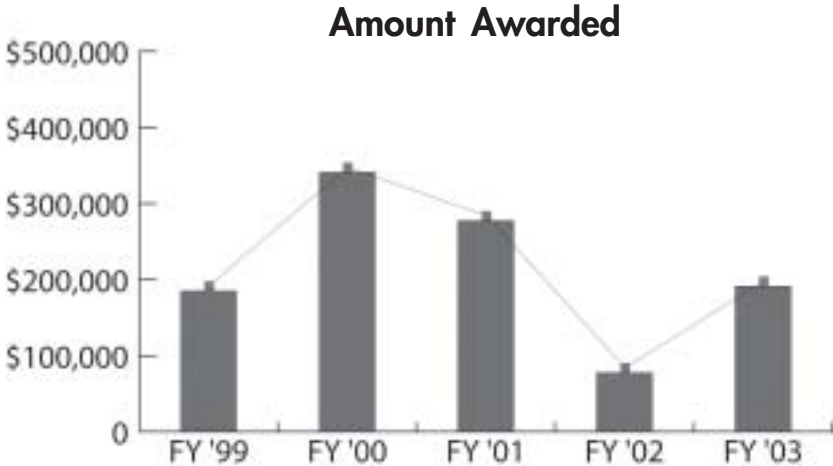
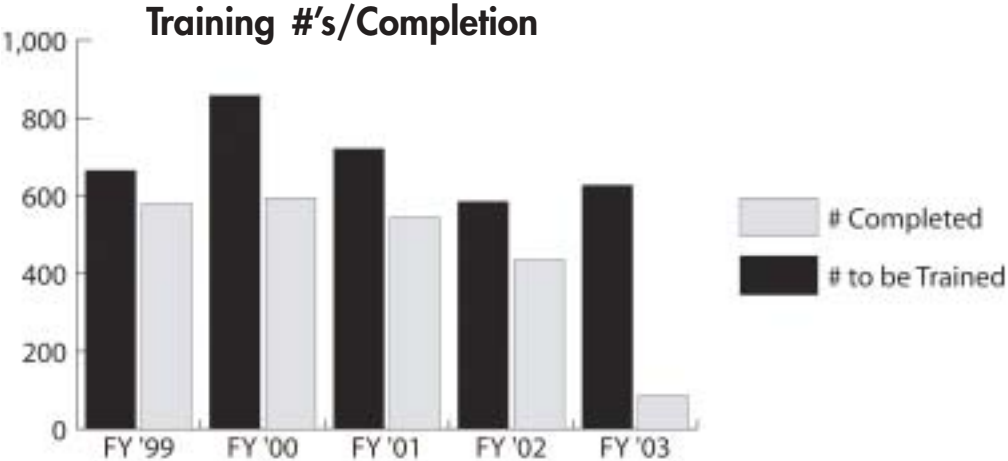
In the safety arena, CBIS helps the firm cover mandatory and classroom materials “so we have more hands-on time on the floor, working on specific safety issues” that have cut lost-workday cases by 65%, Hackbarth says.

Since it opened in 1977, the plant has emphasized product and business practice improvement. It has earned ISO 9001 registration; the Lean Business Systems training continues that pattern, “increasing efficiency and adding value to processes,” Works Manager Mike St. Clair says. “It is about adding value for internal and external customers,” and is being implemented at all Griffin Wheel locations.

Through innovative R&D, testing and manufacturing processes, Griffin Wheel has set industry standards in many areas. The company remains a quality and dependable supplier of railroad wheels, and for that, St. Clair credits the plant’s employees.

And CBIS has helped, Hackbarth adds: “If you don’t have the in-house experts in training, you can utilize their services to advance your employees and their education - and your company gains a more highly skilled workforce.”

Iowa Jobs Training Program 260F Southeastern Community College



Iowa Jobs Training Program 260F Individual Business Projects

Business	County	Town	Amount Award	Approval Date	# to be Trained	Actual # Trained	Coding Status
Box USA	Lee	Fort Madison	\$12,655.00	6/5/2003	12		1b
Box USA	Lee	Fort Madison	\$15,255.00	6/5/2003	12		1b
Lomont Molding, Inc.	Henry	Mt. Pleasant	\$7,531.00	5/8/2003	3		1b
Grimm Brothers Plastics Corp.	Louisa	Wapello	\$25,000.00	5/7/2003	50		1b
Experian	Henry	Mt. Pleasant	\$14,445.00	5/5/2003	24		1b
Alliant Energy	Des Moines	Burlington	\$4,937.00	5/2/2003	19	19	2a
Metzeler Automotive Profile Systems	Lee	Keokuk	\$7,575.00	4/30/2003	7	8	2b
Burrows Paper Corporation	Lee	Ft. Madison	\$4,999.00	4/28/2003	75		1b
The Hawkeye	Des Moines	Burlington	\$3,523.00	4/28/2003	63		1b
Hawkeye Concrete Products Company	Des Moines	Mediapolis	\$7,002.00	4/22/2003	20		1b
Griffin Wheel Company	Lee	Keokuk	\$17,127.00	3/18/2003	200		1b
Industrial Tooling & Fabrication	Lee	Ft. Madison	\$7,601.00	3/18/2003	20		1b
The Waters Edge Co. Inc.	Des Moines	Burlington	\$4,932.00	2/6/2003	1		1b
Alaniz, LLC	Henry	Mount Pleasant	\$4,457.00	12/6/2002	1		1a
Griffin Wheel Company	Lee	Keokuk	\$25,000.00	11/18/2002	20		1b
Ceco Building Systems	Henry	Mt. Pleasant	\$19,378.00	10/23/2002	40		3a
Lamont Ltd	Des Moines	Burlington	\$9,777.00	8/1/2002	60	60	2a
Box Usa	Lee	Fort Madison	\$11,020.00	5/11/2002	8	8	2a
Federal Mogul Ignition Company	Des Moines	Burlington	\$6,172.00	5/7/2002	7	7	2a
Vista Bakery Inc	Des Moines	Burlington	\$5,560.00	5/7/2002	8		1a
Andrew Corporation	Des Moines	Burlington	\$5,022.00	3/5/2002	15	15	2a
Griffin Wheel Company	Lee	Keokuk	\$3,679.00	3/5/2002	190	190	2a
Gregory Manufacturing Co Inc	Lee	Fort Madison	\$5,877.00	2/5/2002	51		1a
The Dial Corporation	Lee	Fort Madison	\$5,853.00	1/7/2002	125	125	2a
Roquette America Inc	Lee	Keokuk	\$5,732.00	12/10/2001	90		1b
Ge Switchgear Operations	Des Moines	West	\$5,877.00	11/6/2001	14	14	2a
Box Usa	Lee	Fort Madison	\$5,877.00	9/27/2001	5	12	2b
Brinck Lumber Inc	Des Moines	Burlington	\$4,999.00	9/27/2001	5	6	2b
Northwestern Plastics LTD DbA Industrial	Des Moines	Burlington	\$5,877.00	9/27/2001	59	59	2a
Nyro Iowa Inc	Henry	Mt Pleasant	\$5,877.00	9/27/2001	8		3b
St Louis Gear Company Inc	Lee	Keokuk	\$13,614.00	5/9/2001	40		3a
Ei Dupont De Numours & Co	Lee	Fort Madison	\$25,000.00	5/8/2001	57		1b
Tuthill Energy Systems	Des Moines	Burlington	\$25,000.00	5/8/2001	21	36	2b
Grimm Brothers Plastics Corporation	Louisa	Wapello	\$25,000.00	4/27/2001	96	96	2a
Burrows Paper Corporation	Lee	Fort Madison	\$10,273.00	3/22/2001	10	10	2a
Langenbach Wood Products	Lee	Fort Madison	\$7,024.00	2/21/2001	24	24	2a
Case Corporation	Des Moines	Burlington	\$9,157.00	2/15/2001	25	44	2b
Federal Mogul Ignition Company	Des Moines	Burlington	\$25,000.00	12/7/2000	193	193	2a
Wappello Fabricators Company	Louisa	Wapello	\$4,917.00	12/7/2000	3	3	2a
Flint Cliffs Manufacturing	Des Moines	Burlington	\$17,268.00	12/1/2000	6		1a
Mississippi Blending Co	Lee	Keokuk	\$15,805.00	10/26/2000	10	10	2a
Ceco Building Systems	Henry	Mt Pleasant	\$23,531.00	10/24/2000	40	40	2a
Btr Sealing Systems	Lee	Keokuk	\$22,556.00	9/27/2000	25	28	2b
General Electric Company Switchgear Operation	Des Moines	West	\$7,221.00	9/27/2000	31	35	2b
Brinck Lumber Inc	Des Moines	Burlington	\$703.00	9/13/2000	6	6	2a
Northwestern Plastics Ltd DbA Industrial	Des Moines	Burlington	\$25,000.00	9/13/2000	13	19	2b
Southeast Iowa Aluminum Foundry	Lee	Keokuk	\$894.00	9/7/2000	1	1	2a2
Roquette America Inc	Lee	Keokuk	\$19,268.00	8/25/2000	120		1a
Langenbach Wood Products	Lee	Fort Madison	\$4,971.00	5/5/2000	12	15	2b2
Craftsman Press Inc	Des Moines	Burlington	\$5,548.00	5/3/2000	2	4	2b
Case Corporation	Des Moines	Burlington	\$13,603.00	5/2/2000	60	60	2a

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3 - Withdrawn/Cancelled projects
a - Monies not drawn
b - Monies drawn have been returned
c - Monies drawn to be returned

4 - Default training completed
Not enough students trained funds yet to be returned

Business	County	Town	Amount Award	Approval Date	# to be Trained	Actual # Trained	Coding Status
Roquette America Inc	Lee	Keokuk	\$25,000.00	5/2/2000	8	10	2b
St Louis Gear Co Inc	Lee	Keokuk	\$22,132.00	5/2/2000	39		1a
Silgan Containers Manufacturing Corporation	Lee	Fort Madison	\$25,000.00	4/20/2000	120		1b
Grimm Brothers Plastics Corp	Louisa	Wapello	\$25,000.00	4/17/2000	106	113	2b
S&J Tube Inc	Louisa	Wapello	\$1,822.00	4/17/2000	2	4	2b
Burlington Basket Co Inc	Des Moines	Burlington	\$25,000.00	4/13/2000	24	24	2a
Lamont Ltd	Des Moines	Burlington	\$17,266.00	4/13/2000	12	12	2a
New London Dairy Llc	Henry	New London	\$13,307.00	4/13/2000	10		3b
Tuthill Energy Systems	Des Moines	Burlington	\$21,229.00	3/10/2000	16	16	2a2
Btr Sealing Systems	Lee	Keokuk	\$25,000.00	3/1/2000	45		1b
Colusa Elevator Company	Lee	Wever	\$11,869.00	2/1/2000	7	7	2a
Experian	Henry	Mt Pleasant	\$9,489.00	2/1/2000	48	48	2a
Industrial Tooling & Fabrication Inc	Lee	Fort Madison	\$13,526.00	1/26/2000	26	46	2b
Wolf Packaging	Lee	Fort Madison	\$20,109.00	12/23/1999	75		1b
Alaniz & Sons Inc	Henry	Mt Pleasant	\$6,091.00	12/21/1999	120	120	2a
River Basin Publications	Des Moines	Burlington	\$4,999.00	11/18/1999	1	1	2a
The Dial Corporation	Lee	Fort Madison	\$25,000.00	8/10/1999	75	115	2b
E I Dupont De Nemours & Co	Lee	Fort Madison	\$25,000.00	7/27/1999	50		1b
Climax Molybdenum Co	Lee	Fort Madison	\$25,000.00	4/23/1999	112	112	2a
Experian	Henry	Mt Pleasant	\$13,486.00	4/23/1999	30	30	2a
Raider Precast Concrete Inc	Des Moines	West	\$7,389.00	4/19/1999	75	75	2a
Mississippi Blending Co	Lee	Keokuk	\$2,447.00	2/12/1999	20	20	2a
Hawkeye Concrete Products Co	Des Moines	Mediapolis	\$23,500.00	2/3/1999	61	75	2b
Hawkeye Steel	Lee	Houghton	\$21,287.00	2/3/1999	81	109	2b
Wabash National Corp	Lee	Fort Madison	\$16,917.00	11/19/1998	24	24	2a
Monsanto Co (Scott Co, The)	Lee	Fort Madison	\$25,000.00	11/10/1998	120		3a
Heatilator Div/Hearth Technologies Inc	Henry	Mt Pleasant	\$25,000.00	8/10/1998	15	5	2c2
Scotts Company The	Lee	Fort Madison	\$25,000.00	8/10/1998	127	130	2b
Grand Total			\$1,071,834.00		3456	2243	

Iowa Jobs Training Program 260F Community College Consortium Projects

Business	County	Town	Amount Award	Approval Date	# to be Trained	Actual # Trained	Coding Status
Secc Train The Trainer Consortium			\$9,424.00	6/12/2003	27		1b
Griffin Wheel Company	Lee	Keokuk	\$0.00	6/12/2003	11		1b
Metso Minerals Industries, Inc.	Lee	Keokuk	\$0.00	6/12/2003	1		1b
Roquette America Inc.	Lee	Keokuk	\$0.00	6/12/2003	15		1b
Secc Iso Certification Consortium			\$13,565.00	2/6/2003	8	8	2a
Borghl Usa, Inc.	Des Moines	Burlington	\$0.00	2/6/2003	4	4	2a
Csi Industries	Des Moines	Burlington	\$0.00	2/6/2003	4	4	2a
Secc Safety Training Consortium			\$4,932.00	1/23/2003	8		1a
Vista Bakery, Inc.	Des Moines	West Burlington	\$0.00	1/23/2003	7		1a
Raider Precast Concrete	Des Moines	West Burlington	\$0.00	1/23/2003	1		1a
Secc Safety Training Consortium			\$3,997.00	3/5/2002	18	18	2a
Borghl Usa Inc	Des Moines	West Burlington	\$0.00	3/5/2002	5	5	2a
Vista Bakery Inc	Des Moines	West Burlington	\$0.00	3/5/2002	2	3	2a
Raider Precast Concrete	Des Moines	West Burlington	\$0.00	3/5/2002	3	2	2a
Griffin Wheel Company	Lee	Keokuk	\$0.00	3/5/2002	8	8	2a
Secc Safety Training		West Burlington	\$4,980.00	9/1/2000	13		2a
Tuthill Energy Ststem	Des Monies	West Burlington	\$0.00	9/1/2000	10	10	2a
Raider Precast Concrete	Des Moines	West Burlington	\$0.00	9/1/2000	3	3	2a
Secc Esl Training Consortium	Des Moines	West Burlington	\$10,185.00	8/31/2000	23		2a
Heatilator	Henry	Mt Pleasant	\$0.00	8/31/2000	3	2	2a
Experian	Henry	Mt Pleasant	\$0.00	8/31/2000	20	20	2a
Grand Total			\$47,083.00		181	100	

1 - Active projects
a - Completed awaiting final reports
b - Ongoing training

2 - Completed projects
a - Obligated number trained
b - Additional numbers trained
c - Completed unutilized funds
- unutilized funds to be returned
* - monies have been returned

3 - Withdrawn/Cancelled projects
a - Monies not drawn
b - Monies drawn have been returned
c - Monies drawn to be returned

4 - Default training completed
Not enough students trained funds yet to be returned



260E Case Study Southeastern Community College Federal-Mogul

Federal-Mogul is a leading global manufacturer and distributor of a broad range of vehicular components for automobiles and light trucks, heavy-duty trucks, farm and construction vehicles and industrial products. The Company's principal customers include many of the world's major original equipment (OE) manufacturers of such vehicles and industrial products. The Company also manufactures and supplies its products and related parts to the automotive aftermarket.

Champion Spark Plugs began to be produced in Burlington in 1957. Federal-Mogul Corporation purchased Champion in October 1998. The Burlington facility, with continuous in-line assembly operations, provides Champion's customers with the finest product available. Champion's product lines offer a variety of specialty and premium plugs including double platinum long life and truck plug applications. During the entire production process, there is constant vigilance to assure our adherence to Champion's rigid quality control demands. Our operating philosophy is one of continuous improvement and total customer satisfaction.

Federal-Mogul is a recipient of the 260E dollars and has used the funds for continuing education of their new employees. Specifically they have trained over 200 employees in Lean Manufacturing techniques through the IMEP's Lean 101 training simulation provided by Southeastern Community College. Additionally they have purchased training equipment to improve their delivery of information through technology. For example they have purchased two computer projectors and a training room PC to be able to deliver more effective training sessions to employees. Additionally, they have purchased equipment for in plant training sessions and announcements that are broadcast plant wide on real time basis. The plant has also purchased the development of training manuals for some of their jobs. The manuals are done in color and document the step by step procedure that a new employee must use to learn their new job. The manual then helps document hands-on tests for each new employee on the job.

Ron Vorwerk, Human Resources Manager says, "Federal-Mogul has benefited greatly from the funds received through the State of Iowa's New Jobs Training Agreement. Not only were we able to cost-effectively train our new employees on the job but we have also been able to upgrade our training capability through the purchase of new equipment and technology. This benefit will continue to help current and future Federal-Mogul employees become more productive as we produce the Best Spark Plugs in the World."

Industrial New Jobs Training Program 260E Projects

Business	County	Town	Amount of Award	Approval Date	Planned # of Jobs	Highest # of Jobs
Raider Precast Concrete	Des Moines	W Burlington	\$130,000.00	9/8/1999	49	49
Sheaffer Pen Corp	Lee	Ft Madison	\$2,040,000.00	9/8/1999	386	354
Federal Mogul Corporation	Des Moines	Burlington	\$295,000.00	5/30/2000	43	43
Raider Precast Concrete Inc	Des Moines	West Burlington	\$185,000.00	5/30/2000	81	81
New London Dairy Llc	Henry	New London	\$60,000.00	5/30/2000	23	28
Industrial Tooling And Fabrication Inc	Lee	Ft Madison	\$80,000.00	5/30/2000	40	52
Silgan Containers Corp	Lee	Ft Madison	\$55,000.00	5/30/2000	20	4
Borghl Usa Inc Oil Hydraulic Conduits	Des Moines	West Burlington	\$200,000.00	10/14/2001	53	0
Borghl Usa Inc Oil Hydraulic Conduits	Des Moines	West Burlington	\$200,000.00	11/27/2001	53	29
Advanced Environmental Technology	Des Moines	Middletown	\$215,000.00	11/28/2001	32	—
Borghl Usa Inc Oil Hydraulic Conduits	Des Moines	West Burlington	\$200,000.00	11/28/2001	53	—
Foam Fabricators Inc	Lee	Ft Madison	\$95,000.00	11/28/2001	42	—
Advanced Environmental Technology	Des Moines	Middletown	\$215,000.00	12/4/2001	32	0
Foam Fabricators Inc	Lee	Ft Madison	\$95,000.00	12/4/2001	42	27
Iowa Turkey Growers DbA Mount Pleasant Foods	Henry	Mt. Pleasant	\$660,000.00	4/16/2003	204	0
Lomont Molding Inc.	Henry	Mt. Pleasant	\$95,000.00	5/19/2003	21	0
Totals For 16 Contracts :			\$4,820,000.00		1,174	667